Local Government Service

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N.A.L.G.O. IN SOMERSET

ANNUAL CONFERENCE AT WESTON-SUPER-MARE

THE fifteenth annual conference of the National Association of Local Government Officers in the Knightstone Pavilion, Weston-super-Mare, at Whitsun, was from every point of view an unqualified success. Since the corresponding gathering a year ago, the nation has passed through many vicissitudes, and not a small share of misfortune has fallen on the thousands whom the delegates at the conference represented. In speech after speech delivered from the platform and from the floor it was in the minds of the speakers that but for the good service which the Association had been able to render to local government officers, the inroads that would have been made into their salaries and their pensionable rights would have been much greater.

Distinguished visitors and the humble representative of the rank and file alike appeared to share this view, and held with equal force that it was a matter for congratulation that an organisation such as N.A.L.G.O. had acquired conspicuous strength for the defence of public servants. Good fellowship and resolute determination to sustain the general interest of the local government officer dominated the entire proceedings.

CIVIC WELCOME

A gathering of nearly one thousand delegates was assembled in the Pavilion for the opening of the first session on Saturday. On the platform supporting Mr. S. Lord, the President of the National Association, were Mr. E. W. Perrett, Chairman of the Urban District Council, Lord Erskine, Member of Parliament for Weston, and Lady Erskine; Capt. the Hon. T. H. Watson, Chairman of the Somerset C.C.; Sir F. H. Berryman, immediate past Chairman, Somerset C.C.; Mr. S. M. Harding, County Treasurer, Mr. Geoffrey Knowles, Clerk of the U.D.C.; members of the National Executive Council, and the principal officers.

MR. PERRETT, having assured Conference of the Council's delight that Weston-super-Mare should have been chosen for the Association's annual deliberations, LORD ERSKINE welcomed the delegates. Speaking of "the great calling" to which they had devoted their lives, he said the civil service traditions in their country gave them reason for pride. They were traditions which they, as local government officers, would do well to follow.

He could not remember a session during his parliamentary career, when fresh burdens had not been placed upon the shoulders of local authorities, and they, the local government officers, had to bear that burden. Their work, like the work of the Civil Service, went on behind the scenes. In the past there had been great civil servants known to those who had to deal with Government departments in their daily work, but to very few outside, and yet they had been the real rulers of the country. The civil service was permanent, while they, the Government, were ephemeral. He drew an analogy between the civil service of Rome and that of this country. The Roman civil service was the envy of the world, and the model upon which their own civil service was moulded. Unless they could maintain those great Roman traditions, unless they could build upon those traditions, and unless they were, above all, efficient, their future became clouded and uncertain.

THANK YOU!

CAPT. WATSON endorsed the welcome so warmly expressed by the previous speaker. He thought they had chosen wisely in coming to Weston-Super-Mare. He confessed amazement at the progress which N.A.L.G.O. had made. He was the more astounded at the rapidity of the Association's growth during the last twenty years. What better tribute to their efficiency could they possibly have, than the state of their various accounts. He did not think he could exaggerate the importance of a hard-working efficient staff, to any local government body, be it County, Borough, or Urban District Council. To achieve the best results they had, above all else, to secure that the conditions of employment were such as to attract the very best men. In this, his County Council had always been willing to play its part.

He desired on behalf of the County Council to thank N.A.L.G.O. for the help that was being given to the training of the young local government officer. "We are giving you every encouragement in that part of your work." So far as he knew, the County Council enjoyed relations of the utmost cordiality with its staff, and it was his earnest wish that that state of affairs should continue. So far as the Council was concerned, no stone was being left unturned in achieving that end. They had already created an advisory committee comprised of half county councillors and half members of the staff, and that committee was always ready to adjust any little difficulty that might arise. When reasonable people met to discuss reasonable suggestions, it was possible to secure satisfaction for both sides.

The Central Government was always piling work upon the County Council. As a result of the local Government Act, 1929—from the effects of which they were only just recovering—they had had to augment the staff both in regard to the work of public assistance and roads administration. From all the transferred officers, the County had received the utmost help. He was glad to hear that a number of them had joined with N.A.L.G.O.

They were living in difficult times, but they were bearing up in the hope that sooner or later things would improve.

Concluding, CAPT. WATSON said he could not let the occasion pass without acknowledging the handsome manner in which the staff of the County Council met the Council upon the question of salaries. "We met you round the table, and you made us an offer we considered to be reasonable and which we accepted." That exemplified the spirit of loyalty which existed among the staff; it was the spirit engendered by N.A.L.G.O.

SIR F. H. BERRYMAN tendered sincere and hearty congratulations to N.A.L.G.O. for the zeal and energy which it displayed in its work. He cordially endorsed the remarks of his chairman, having personally received such great help in times of perplexity from members of their organisation. The report placed in his hands set out eloquently the progress they had made. The facts revealed careful administration and parental control. Looking back over the early years seemed to suggest that their association had received what was commonly known as ante-natal treatment coupled with the closest attention after birth.

A warm reception was accorded to MR. S. LORD, when he rose to reply on behalf of the delegates. He referred first of all to the fact that the numbers attending the Conference constituted a record in the annals of the Association. They had been given a splendid reception, and the words spoken to them had been full of encouragement. N.A.L.G.O. existed principally to protect the interests of

MR. F. MARSDEN,
City Engineer and Surveyor, Bradford
President, N.A.L.G.O., 1932-33

CAPT. HON. T. H. WATSON
Chairman, Somerset C.C.

local government officers and to uphold the traditions of the service. Self defence was a natural law and local government officers could not afford to remain unorganised. "We are members of a service with a proud record and we feel that the encouragement we get arises merely from the knowledge that we are making a steady and definite contribution to the betterment of humanity." N.A.L.G.O. stood first and foremost for efficiency. It believed that its education programme had been of distinct advantage to the local authorities each one of them served. The measure of their reward must necessarily depend upon the quality of the service they rendered. N.A.L.G.O. appreciated the vast amount of voluntary work which members of local authorities were doing, and hoped a full measure of pleasure was derived therefrom.

The Conference heartily endorsed a motion of thanks to the speakers submitted by MR. LORD.

THE PURSE SESSION

In due course, Lady Erskine was invited by the President to receive the purses which the various districts had contributed to the B. and O. Fund. The contributions from the several areas were as follows:

	£	s.	d.
Metropolitan	2280	18	0
North Western	3275	7	6
North Eastern	798	1	4
Yorkshire	1491	0	5
East Midlands	887	16	9
West Midlands	1138	18	11
Eastern	564	15	3
South Eastern	562	3	4
Southern	388	6	9
South Western	978	13	8
South Wales	767	5	9
Scotland	281	11	10
Total	£13,414	19	6

LADY ERSKINE also presented the trophies gained in the Conference competitions the previous day, and accepted a bouquet at the hands of little Miss Cynthia Knowles, daughter of Mr. Geoffrey Knowles. The "Sir Homewood Crawford" Shield, awarded for the highest amount per member, went to the Dudley Branch which contributed £73 or £1 7s. 6d. a member. For the highest aggregate, Manchester (£332 12s. 2d.) was awarded the "Sir Charles Wakefield" Shield—the gift of Lord Wakefield. The Bridlington Branch secured the "Bridlington" Cup for the highest aggregate from a branch with a membership not exceeding 75 by contributing £37 16s. 1d. to the Fund. MRS. G. FRANKS, acknowledging Lady Erskine's kindness, said she was always glad there was a place in their organisation for women.

The report of the proceedings of the Conference at Edinburgh having been approved, MR. W. E. LLOYD submitted a financial statement on the B. and O. Fund, showing an income of £13,724. The expenditure was £11,851, inclusive of £9,827 in grants, leaving a surplus of £1,872 as compared with £1,276 last year. The accounts were approved.

MR. H. S. NEWTON presented the report of the Management Committee of the B. and O. Fund and recalled with pleasure the addition during the year, of 399 life members. They could not afford to lose sight of the fact, however, that there were 27,000 members of the Association who still did not pay a small annual contribution of 2s. 6d. to the Fund. With a great effort, he felt they could secure every one of those members, and add an income of no less than £3,000 to the Benevolent work. The need for a larger income had to be faced if their work was to develop normally. An increase in the annual subscription had been considered, but in view of the economic conditions prevailing, it was not proposed to proceed on those lines. At the same time he felt that none of them would like to see a reduction in the standard of help given.

The Report was adopted.

A motion by the National Executive Council to amend Rule 17 (Constitution and Powers of Regional Committees) was introduced by MR. NEWTON, his object being to make it quite clear that in the appointment of a district committee's four representatives to a regional committee, a branch qualification for electing a member under Section (*b*), (*c*) and (*d*) should not be affected through such a branch having one or more members elected as district committee representatives. At the same time, the amending rule gave a branch the right to transfer its representative on a Regional Committee to the Branch next in order of merit. The motion was approved, an amending motion in the name of Stockport which sought to enlarge the district committees by making the chairman and secretary of each an *ex-officio* member being defeated.

The West Riding County Officers Branch sought to amend Rule 5 (life membership) by increasing to £5 5s. 0d. the donation entitling the donor to life membership of the B. and O. Fund. There being no seconder, an amendment in the name of New Mills and District Branch, fixing life membership donation at £3 3s. 0d. was not considered.

The original motion was then considered and rejected by vote of the Conference.

At this stage of the proceedings the President delivered his address. MR. S. LORD, thanking the members of the Association for the kindly consideration shown to him, said he had endeavoured during the year to visit as many of the branches as his professional duties would permit, and to make the acquaintance of as many of N.A.L.G.O.'s voluntary workers as possible. The experience had been an inspiring one, and he desired to pay his tribute to the enthusiasm displayed for their Association by branch officers and members in every part of the country. The reason for N.A.L.G.O.'s phenomenal progress was not far to seek, with such an army of voluntary workers abounding with enthusiasm and imbued first and foremost with the desire of maintaining and improving the established reputation of their great service, and secondly with securing conditions of service commensurate with their growing responsibilities, N.A.L.G.O.'s progress upon sound lines was assured.

He had been impressed by the high esteem in which the Association was held in responsible quarters, by ministerial departments, by civic rulers, and by persons interested in local government in other quarters of the world. N.A.L.G.O. occupied a unique and proud position in the realm of local government, and consequently a very wise and prudent administration was necessary to ensure the maintenance of that high prestige which it had attained as a result of many years of steady and thoughtful work.

Only the best was good enough for N.A.L.G.O., and it was essential that the members of the Association should exercise the utmost care in the nomination and the election of the honorary officers of the Association. He commended for their approval the recommendation of the National Executive Council that nominations for the honorary offices should be made only by the council after careful consideration of names submitted by the district committees.

ENHANCED BENEFITS

The annual report of the Executive Council was an interesting document and a record which proved that the members of the council could not be charged with any stagnation of effort. Many new developments were foreshadowed, all with the one object of affording enhanced benefits to the members.

His year of office had coincided with a financial and economic situation unprecedented in modern history, which threatened, at one time, to shake the very foundations of national and local government.

The position of public officers was seriously imperilled and a wanton attack upon the standard of living of the local government officer was only frustrated by the prompt action of the Association. He thought he could claim that the action of its Executive Council during this critical period was well considered and effective, and that the advice and information promptly tendered to branches proved invaluable to every member of the service.

He desired to express the indebtedness of all local government officers to Mr. Neville Chamberlain, the then Minister of Health, and the principal officers of his department, for the steadying influence which they brought to bear on the local authorities during a period when panic action might easily have resulted in permanent detriment not only to local government officers, but to the local government services of this country. Mainly as a result of the action of the Minister, the majority of the local authorities were amenable to reasoned argument and, speaking generally, acted equitably with their officers. He hoped the crisis had passed, but there were still heavy rumblings of further financial trouble in other countries which, should they develop, might have serious repercussions on our own economic position.

If the worst be over there was much to be

KNIGHTSTONE PAVILION

done to rehabilitate the impaired service conditions of their members, and in any event it was essential that they should consolidate their forces and be on the alert for any emergency that might arise. There was no evil without its compensations, and they could record one happy issue out of their recent afflictions. Parliament had perforce been compelled to slow down its prolific output of local government legislation, and the overburdened officer was now enabled to assimilate the innumerable Acts and departmental regulations which tended to assume a continually increasing complexity. It was to be hoped that the legislature would now be able to find time to remedy the present anomalous position in regard to superannuation, which had been very much accentuated by the transfer of the Poor Law Services to local government bodies. That there should be discrimination not only between officers serving different authorities, but between officers serving the same authority was not merely illogical, it was inequitable and absurd. The need for a compulsory measure of superannuation was generally admitted, and he hoped their Association would be able to bring pressure upon the Government to remedy an obvious injustice. In the interests of good local government a compulsory measure of superannuation providing similar benefits for all officers and a uniform system of transfer values was essential.

Through the medium of *Local Government Service* he had appealed for the establishment of a code of professional conduct for observance by all local government officers. As he dealt with the subject at some length and suggested means by which such a consummation could be effected, it was unnecessary to re-state the arguments. He felt that the matter was of great importance, and he expressed the hope that the Executive Council would give it early consideration.

One subject dealt with in the Annual Report which he considered worthy of special mention was the decision of the National Executive Council to institute a widely extended scheme of scholarships for members of the Association. This was in continuation of its adopted policy of providing every possible facility for enabling its members to acquire that technical and professional training which was so increasingly necessary for the proper fulfilment of their duties. The Executive Council believed that the most certain method of obtaining adequate service conditions was to impress upon local authorities the determination of the Association to ensure as far as possible the absolute efficiency and integrity of its members.

They would all appreciate the honour conferred by H.M. the King upon Sir Arthur Johnson, an honour richly deserved and one reflecting credit on their Association. The Association had already expressed in a very fitting manner its admiration of the services rendered to it by Sir Arthur, and on the occasion of his last appearance at Conference, in an official capacity, he desired again to tender to him their warmest thanks and fervent wishes for a long and happy retirement.

During the year N.A.L.G.O. had suffered almost irreparable loss by the untimely death of the Rt. Hon. William Graham. Their associations with him would ever remain a pleasant memory, and his untiring efforts on their behalf would never be forgotten.

Continuing, Mr. Lord said, "To Sir Herbert Nield, who through impaired health has been compelled to sever his connection with our Association, we express our appreciation of his eminent services, and our hope that he may yet find the path to renewed health.

"I have to strike another note of regret in referring to the retirement of Mr. E. W. B. Abbott from the work of our Association. Mr. Abbott has rendered invaluable service in the cause of education and the commanding position of the educational activities of our Association is mainly due to his untiring efforts over a long number of years. It is to be deplored that ill-health has deprived him of the highest honour in the gift of the Association—a position which he would have occupied with becoming dignity. I am sure we desire to express to him our most grateful thanks for his valuable services and our most sincere wishes for his speedy return to health.

"In conclusion I desire to tender my thanks to the members of the Executive Council, to our capable and devoted Secretary, Mr. Hill, and to his efficient and loyal staff for their co-operation and assistance during my year of office, and to express again my appreciation of the great distinction conferred upon me by the Association in electing me to the Presidential Chair.

"The Association has exercised a wise discretion in nominating as my successor in office Mr. Fred Marsden, a gentleman who has zealously served the Association for many years past and who deserves well at the hands of his colleagues."

Thanks to the President for his message was expressed by Mr. F. R. FINCH, who said he desired also to thank Mr. Lord for his service during the past year. It was particularly pleasing to him to do so in view of the fact that the year marked the completion of a quarter of a century's unbroken record in which a member of the Metropolitan District, of which he was Chairman, had held that high office. First Sir Holmwood Crawford, then Sir Arthur Johnson, and now Mr. Lord. Dignified as the presidential chair has been in the past, its dignity has remained unimpaired in Mr. Lord's hands. If they would seek his monument, let them look around them. Their presidents had done something more than an ordinary member's share of the work. Reference had already been made to the rapidity of their progress. Mr. Lord could claim an even greater share in that progress than some of their presidents. The N.A.L.G.O. Provident Society in ten years, starting with a Fund Balance of £1,000 now stood at £85,000. Then, again, the Approved Society in seven short years had grown from £53,000 to £156,000.

Mr. Lord was first chairman of that Society and to-day was president of both. In the difficulties of the past year, when the calls upon the chief officers had been so tremendous, Mr. Lord had given himself unsparingly and to-day they had an opportunity of voicing in no uncertain manner their appreciation of his service.

MR. R. W. E. BUNN, secretary of the Association of Local Government Financial Officers, endorsed the previous speaker's tribute to Mr. Lord's work.

MR. LORD, in acknowledgment, said he took it that they were not dissatisfied with the work he had been able to do. He then announced the result of the ballots for honorary officers as follows:—

Nominating districts are given in brackets.

PRESIDENT: F. Marsden, City Engineer and Surveyor, Bradford. (National Executive Council, North-Western and North Wales, Yorkshire, East Midlands District Committees.). Unopposed.

IN SOMERSET
Above: Bath—The Avon. Below: Cheddar Gorge

TWO VICE-PRESIDENTS: C. G. Brown, Town Clerk, Cardiff. (National Executive Council.) 341 votes; Sir Tom Percival, Clerk to Central Northumberland Assessment Committee and Superintendent Registrar. (National Executive Council, North-Eastern, East Midlands, South-Eastern District Committees.) 629 votes.

THREE TRUSTEES: H. Begg, County Veterinary Inspector, Lanarkshire. (National Executive Council, Metropolitan District, North-Western and North Wales District, North-Eastern, Yorkshire, East Midlands, West Midlands, South-Eastern, Southern, South-Western, Scottish District Committees.) S. Lord, Borough Treasurer, Acton. (National Executive Council, Metropolitan, North-Western and North Wales, North-Eastern, Yorkshire, East Midlands, West Midlands, South-Eastern, Southern, South-Western, Scottish District Committees.) W. H. Whinnerah, Secretary, Paving, Sewering and Highways Dept., Manchester. (National Executive Council, Metropolitan, North-Western and North Wales, North-Eastern, Yorkshire, East Midlands, West Midlands, South-Eastern, Southern, South-Western, Scottish District Committees.) Unopposed.

HONORARY TREASURER: W. E. Lloyd, Borough Treasurer, Hampstead. (National Executive Council, Metropolitan, North-Western and North Wales, North-Eastern, Yorkshire, East Midlands, South-Eastern, Southern, South-Western, Scottish District Committees.) Unopposed.

HONORARY SOLICITOR FOR ENGLAND: P. H. Harrold, Town Clerk, Hampstead. (National Executive Council.) 304 votes.

HONORARY SOLICITOR FOR WALES: C. G. Brown, Town Clerk, Cardiff. (National Executive Council, North-Eastern, Yorkshire, East Midlands, South Western District Committees.) Unopposed.

HONORARY SOLICITOR FOR SCOTLAND: G. S. Fraser, Town Clerk, Aberdeen. (National Executive Council, North-Eastern, Yorkshire, East Midlands, South-Western, Scottish District Committees.) Unopposed.

The honorary treasurer's financial statement and balance sheet as circulated was submitted and approved.

On the submission of the report of the National Executive Council, a point was raised that copies should be sent to branch and district committees prior to Conference, in order that its contents might be considered and delegates instructed how to vote thereon. Conference was informed by Mr. Lord that it must approve the report before it was circulated to the rank and file of the Association.

Reference being made to the death of the late Mr. William Graham, Conference rose in silent tribute to his memory, the President being asked to convey its condolence to the family of Mr. Graham.

Record of the recent knighthood conferred upon Sir Arthur Johnson was the signal for a spontaneous and loyal demonstration of affection. Sir ARTHUR, in acknowledgment, emphasised the value of the honour as a tribute to N.A.L.G.O.'s work. He scorned the idea that the honour would make the least difference in his relations with the members of N.A.L.G.O. He hoped he would always be "Johnson of Hampstead" to them.

Arising out of the report on the question of the nomination of honorary officers, a special memorandum had been circulated, and in this connection MR. PARKER MORRIS moved an amendment to Rule 19, proposing that nomination for the honorary officers of the Association should only be submitted by the Council, and that all honorary officers be elected on such nominations by the Conference. He explained that before the Lowestoft Conference the rule read as it read to-day. That Conference took place in 1930, when Sir Arthur Johnson had announced his retirement from the Service, and therefore his Presidency of the Association, and Conference in its entirety was most anxious that every effort should be made to secure for the Association a worthy successor. It was then thought undesirable that there should be a series of nominations for the highest office in the Association, and the only way to avoid a contest was for the N.E.C. to be given the sole right of nomination. That rule stood until last year, when the future policy was again considered. A series of propositions were submitted by the N.E.C., among them a proposal that the Presidency should be for one year only, and suggesting that the most prominent member of the Local Government Service who was a member of the Association should be invited to become President. Conference accepted the first part, believing it to be desirable that the office of President should be filled annually, but considered it unwise to tie its hands in the selection of the person to hold office. As a result of the operation of the rules as accepted by Conference, Mr. Marsden was to be their new President, but an invidious task had been placed upon the N.E.C.; that of selecting one of two nominations. Again,

AGGREGATE INCOME AND EXPENDITURE

SURPLUS. £ s. d.	EXPENDITURE. £ s. d.		INCOME. £ s. d.
Dr. 25 0 0	49,576 17 6	General Fund	49,551 17 6
—	4,545 15 4	Special Activities Account ..	4,545 15 4
736 15 3	8,339 5 11	Croyde Bay Holiday Camp ..	9,096 1 2
4,871 11 4	562 10 7	General Reserve Fund ..	5,434 1 11
2,285 12 8	315 13 4	Staff Superannuation Fund ..	2,601 6 0
4,446 5 11	17,331 19 3	Benevolent & Orphan Fund..	21,778 5 2
		Provident Society :—	
Dr. 40 11 1	21,043 7 3	Common Sick Fund ..	21,002 16 2
9,045 4 7	6,373 2 11	Rest Fund	15,418 7 6
3,860 15 5	8,962 4 9	Deposit Fund	12,823 0 2
485 9 1	49 7 0	Death Benefit Fund ..	534 16 1
Dr. 29,526 17 5	35,893 16 0	Life Assurance Fund ..	6,366 18 7
509 8 4	6,937 0 9	Management Fund ..	7,446 9 1
52,969 10 3	26,614 14 3	Approved Society	79,584 4 6
		Logomia :—	
—	6,196 2 4	Fidelity & General Insurance Fund	6,196 2 4
44,225 19 4	4,000 6 9	Life Assurance Fund ..	48,226 6 1
—	1,153 11 9	Employers' Liability Insurance Fund	1,153 11 9
355 14 5	131 7 3	Fire Insurance Fund ..	487 1 8
—	6,632 18 7	Administration Account ..	6,632 18 7
—	5,729 18 6	Interest & Dividends Account	5,729 18 6
351 12 9	1,718 2 10	Profit & Loss Account ..	2,069 15 7
1,056 3 0	470 10 0	Reserve Fund	1,526 13 0
95,627 13 10	212,578 12 10		
—	95,627 13 10	Excess of Income over Expenditure	—
	£308,206 6 8		£308,206 6 8

AGGREGATE BALANCE SHEET

The aggregate Balance Sheet shows the total Assets of N.A.L.G.O. and its associated activities at £555,830 14s. 1d., and an excess of Assets and Fund Credit Balances over Liabilities of £538,212 19s. 11d., an increase during the year of £93,529 10s. 6d. A comparison with the figures at the 31st December, 1930, is given below, viz. :—

December 31, 1930 £ s. d.		December 31, 1931 £ s. d.
15,495 8 6	General Fund	15,470 8 6
54,887 7 7	General Reserve Fund	59,758 18 11
9,040 8 1	Staff Superannuation Fund	11,326 0 9
—	Croyde Bay Holiday Camp	756 15 3
54,612 0 8	Benevolent and Orphan Fund	59,058 6 7
100,740 18 5	Provident Society	85,074 7 4
107,041 2 0	Approved Society	160,910 12 3
101,966 4 2	Logomia	145,857 10 4
£444,683 9 5		£538,212 19 11

N.A.L.G.O. VISITORS TO WESTON

was left to the N.E.C. to select a vice-president from four nominations, or to nominate another. The N.E.C. decided to nominate someone else. Was it desirable that there should be more than one nomination in the case of principal officers? Should there be any doubt in the mind of the officer accepting office that he had not the unanimous backing of the Association? The District Committees were doing invaluable work, but there were others, not necessarily associated with the district organisation, who were capable of rendering great service to the Association. Many such were too actively engaged in their respective offices to devote the time to district work, but their interest in N.A.L.G.O. was not less.

Speaking at the resumption, in support of the N.E.C. proposal, MR. TAYLOR (North-Western District Committee) thought he detected a certain amount of fear in the minds of delegates that the N.E.C. intended to take from them their jealously guarded rights; that, in fact, an attack was being made upon democracy. That fear I desire most earnestly to repudiate," he said. What was the issue? Local loyalties must be sunk in the interest of national needs. They were being asked to hand over the right—the sole right, but the N.E.C. did not ask them to do so without earnest consideration. The N.E.C. was elected on an absolutely democratic basis; charged with full executive power to run the Association for the highest good of all. Could they not be trusted in the matter of this kind? If that was the case, he thought the N.E.C. would be perfectly justified in handing over its office to others.

MR. BRISTOW (Reigate) speaking in opposition, said the speakers had greatly exaggerated the difficulties connected with the present procedure. So far as he was aware there was no evidence that that procedure was not working satisfactorily, or that the District Committees had nominated any one who would not uphold the dignity of the chair.

MR. E. A. S. YOUNG (Metropolitan) supported the N.E.C. He felt there were many men willing and able to accept office with the Association but who were liable to be passed over under existing circumstances.

MR. ROBERTS (Liverpool) solicited support for the N.E.C. in a matter which "bristled with difficulties."

MR. MOSS (Kent) suggested that there was a good deal of mis-apprehension as to the reason behind the N.E.C. motion. The whole matter could be quietly discussed in the atmosphere of the District Committee, and suggested, therefore, the reference back.

MR. ABBOTT (Manchester) urged the districts to sacrifice their prerogative in the interest of the service as a whole. MR. GARRARD (East Ham) described the motion as an affront to the District Committees, and the members who constituted those committees.

On being put to the vote, a show of hands resulted in a small majority in favour of the motion. The figures were: For the motion 370, against 336. A card vote was demanded and taken. At the close of the session the result had not been declared.

A motion to delete the whole of rule 9 (Scale of Subscriptions) and to substitute the following therefor, was submitted in the name of the National Executive Council.

RULE 9.—To delete the whole rule and substitute the following:—

(a) Members shall pay a monthly subscription, except as provided in Rule 10, based on their total salary and bonus as follows:—

Salary and bonus.	Rate of Subscription.
Not exceeding £52 p.a. ..	5d. per month
Exceeding £52, but not exceeding £120 p.a. ..	10d. „
Exceeding £120, but not exceeding £260 p.a. ..	1s. 3d. „
Exceeding £260, but not exceeding £350 p.a. ..	1s. 8d. „
Exceeding £350, but not exceeding £450 p.a. ..	2s. 1d. „
Exceeding £450 p.a. ..	2s. 6d. „

The basis of a member's subscription for the purposes of this rule shall be his total salary and bonus on the first day of each financial year of the branch, except in the case of a member joining after that date, when the basis for the then current year shall be his total salary and bonus on the first day of his membership.

Except in the case of a member whose total salary and bonus does not exceed £52 per annum, "salary" for the purposes of this rule shall be deemed to include emoluments.

(b) Retired members shall pay a subscription of 5s. per annum.

(c) Honorary members shall not be required to pay any entrance fee or subscriptions unless the Council otherwise direct.

(d) The branch shall retain thirty-five per cent of the total amount collected in subscriptions during each year."

Upon Mr. Lloyd, the treasurer, explaining the financial effect of the several proposals to further reduce the scale of subscriptions below that provided in the N.E.C. proposal, the following districts agreed to withdraw amendments of which notice had been given: West Riding County Officers' Branch, Hemsworth Branch, Southern District Committee, Dumbartonshire, Southend-on-Sea, and Barking Branches.

An amendment of the Yorkshire District Committee to substitute "salary including bonus and fees" for "salary and bonus" was carried and the N.E.C. motion as amended was ultimately adopted.

It was moved on behalf of the South-Western District Committee:—

"That having regard to the extra expenditure incurred by branches covering large rural areas, the N.E.C. be asked to increase the percentage amount of subscription retainable by such branches from 35 per cent. to 40 per cent., and that Rule 9 be amended accordingly."

Supporting the proposition, MR. C. J. NEWMAN (Town Clerk, Exeter) spoke of the obvious difficulties experienced by rural branches. Propaganda he said was being seriously impeded through lack of adequate funds.

MR. LLOYD said while in sympathy with the suggestion and appreciating the need of the rural areas, he had to oppose it. Branches in need were assisted in the sending of delegates to Conferences, and that, after all, was the largest item that had to be faced.

The proposal was referred to the N.E.C. for consideration.

MONDAY'S PROCEEDINGS

At the outset of the proceedings on Monday, the result of the poll on the amendment to Rule 19 relating to honorary officers was announced by the president as follows: For the Amendment 30,801, against 21,958.

MR. ISAAC FOOT, to whom a cordial welcome was extended assured the Conference of the fact that, although his immediate connection with N.A.L.G.O. was not the same as it was last year, he felt that he had to make the journey to Weston to wish them well in their deliberations. Referring to changes that had taken place since their Edinburgh discussions, MR. FOOT said he had now had some experience of the Civil Service which he had not had twelve months ago. The early part of his life brought him into close touch with the Local Government Service, and he held the view that that service was the best in the world. He held the same opinion of the Civil service. He continued: "May I say how warm are my congratulations to you on the continued progress that your organisation is making. I believe that the work of your Association, its immense progress from small beginnings—beginnings made under the guidance of some who are on the platform this day—is a story that will be recorded among the romances of the generation." He warned them, however, against losing the personal ties which had figured so prominently in the development of their great organisation. "Fellowship is of very much more importance than efficient machinery." For that very reason he was glad that in all N.A.L.G.O.'s efficiency there was that benevolent side to their work. N.A.L.G.O. had a great power at its hands; its record, its membership, its reserves, and its finances—with that power came added responsibility. Turning to the crisis of August last year, MR. FOOT said that in the

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country's immediate danger, a valuable and effective contribution was made by the local authorities and the local government officers. "I say without hesitation," MR. FOOT went on, "we could never have faced that crisis had we had to rely upon the Government alone." The crisis had not passed. There was everywhere a sense of bewilderment, and it seemed that they looked in vain for effective guidance.

With all the bewilderment and misunderstanding—the country had sustained the shock which had shaken the very foundations of the world—the fortitude of the British people had asserted itself. Had they not all been raised in stature when they perceived how their country had been a steadying influence in a world of uncertainty? In creating that influence none had done more than the local government officer.

SIR HENRY JACKSON, who followed Mr. Foot, confessed himself impressed with the dignity and efficiency, the moderation and the temperate manner in which their great issues had so far been discussed. He added his tribute to the work of N.A.L.G.O.'s leaders, and particularly to that of Sir Arthur Johnson. As a Londoner, he was proud indeed that one who was of his own calling had seen a life work consummated in the brilliant success which they beheld that day. As a member of the House at Westminster, he was mindful that it was upon them, the delegates, and those they represented, that the burden of local government fell most heavily. "Those of us who are the mere representatives of the electors, we are but snow flakes on the river—seen for a moment and then forgotten for ever."

Allusion had been made to the avalanche of legislation which was continually pouring upon them in the service. He would refer to one in particular—the Town and County Planning Bill which had had such a stormy passage, but which was assured of its place on the Statute Book, mutilated though it was. Regarding to transfer of officers, the security, compensation and superannuation clauses were not very clear. Past efforts of Mr. Foot had been directed towards attaining that security. The old Bill had died and a new one had been introduced and he, SIR HENRY, was asked to complete the work which Mr. Foot commenced. He could assure them that he was glad to have been able to render them that service at the beginning of their connection.

There was no doubt that the Minister was sympathetic towards the questions they had raised, but Parliament's time was very fully occupied. If the Government found no time to give to the Bill—which was largely an agreed measure—he would give them his assurance that he would introduce it as a Private Members' Bill. In this and other matters for their welfare, he would be entirely guided by the advice given him by N.A.L.G.O.'s Parliamentary advisers.

SIR HENRY said he would like to pay his tribute to the great part N.A.L.G.O. took in the national crisis. The President, in his address, had acknowledged the part played by the then Minister of Health, but in his modesty he had omitted to mention their own part. Mr. Hill, their General Secretary's letter to the Minister was a model of sanity and sound judgment. "That letter had a tremendous influence upon him in the decision he came to, and we thank you for a remarkable document."

Motion to amend Rule 51 (Representation) was moved on behalf of the N.E.C. and agreed to without discussion. The Rule to read: 51 (2) (c) The additional members (if any) to be appointed shall be the eligible unsuccessful candidates who have received the highest percentage of votes in relation to the number of persons who voted, etc.

On the subject of representation, Leeds Branch moved that the number of elective members of the N.E.C. be increased to thirty, MR. WILDGOOSE (Leeds) pointing out that since 1926 when the Council was reconstituted there had been an increase of 62 per cent. in the membership of the Association. An East Midland District amendment sought to increase the elected members to such number as would provide each district with not less than two representatives.

MR. F. MARSDEN, opposing both motion and amendment on behalf of the N.E.C., said, as constituted, the Executive fulfilled its obligations admirably and an addition to its numbers would not increase its efficiency. Conference endorsed this view, rejecting both the motion and amendment.

Paragraph 14 of the Report dealt with a reference to the N.E.C. as to the practicability of making three-party agreements on a national basis as between Associations of Employing Authorities, N.A.L.G.O. and the appropriate Government Department; or alternatively that of introducing legislation which would make it obligatory on local authorities to adopt and implement salaries and grading schemes. In view of the emergence of the national financial crisis and the issue to local authorities of departmental circulars suggesting economies in salaries, it was regarded by the N.E.C. as impossible to frame proposals until more stable conditions prevailed, but re-consideration of the question was promised at the first opportune moment.

MR. P. H. COLE (Plymouth) desired that local government officers should receive the same treatment as the Civil Service. While the officer had shown himself prepared to bear his share of financial sacrifice he considered that the limit had been reached.

MR. A. N. STOCKDALE (W. Riding) expressed disappointment at the inaction of the N.E.C. The national crisis had provided opportunities for the cutting down of salaries, often with little or no justification.

MR. AMBLER (Leeds) was equally disappointed at the attitude of the N.E.C. He moved the reference back of the paragraph.

SIR ARTHUR JOHNSON intimated his willingness to take the reference back and Conference agreed to that course.

MR. S. M. HARDING
President, Somerset County Branch N.A.L.G.O.

Replying to a member, SIR TOM PERCIVAL said the Registrars' salaries could not be curtailed either by national or local legislation. The Registrars had been invited to offer voluntary cuts and it was in their power to refuse.

A proposal to refer back paragraph 15 which conveyed the Executive's decision not to formulate a scheme for the provision of generous annuities to claimants willing to hand over capital sums to the Association in consideration of an annuity for life, was defeated.

On Section 47—National Economy—Manchester Branch moved:—

"That the National Executive Council be requested to take every possible step with a view to obtaining amendments to the Superannuation Acts that affect local government officers and servants so that superannuation allowances and superannuation contributions be calculated on the gross salary and not on the salary as temporarily reduced on the ground of national economy.

MR. E. H. MASON, with the permission of the Conference, moved a further resolution:—

MR. S. LORD
Borough Treasurer, Acton. Immediate Past President.

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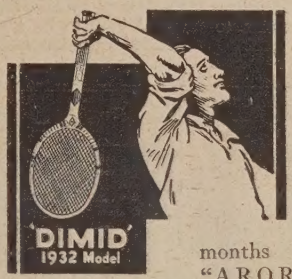

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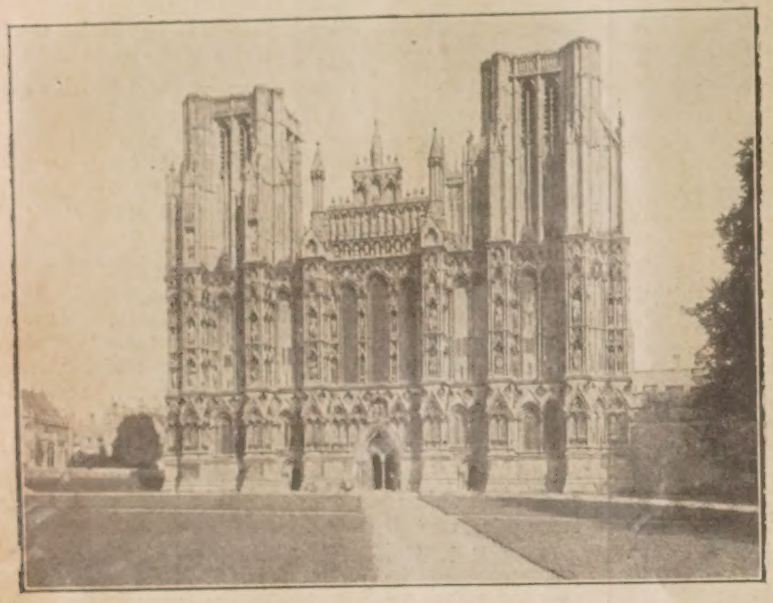
CATALOGUE AND TERMS ON APPLICATION

"That this conference strongly protests against the attempt made by the Commissioners of Inland Revenue to assess for income tax the amount of the deductions voluntarily agreed upon by local government officers during the time of national emergency, and requests the N.E.C. to take steps to resist at every stage such an unjust imposition."

SIR ARTHUR JOHNSON informed the Conference that the question had already been considered. A case had been submitted to Counsel and the Executive would be guided by that opinion. Members could rely upon the N.E.C. fighting Inland Revenue authorities to the utmost of its resources.

A lengthy discussion ensued upon the proposal for the establishment of a N.A.L.G.O. Building Society. MR. W. E. LLOYD, submitting the scheme on the N.E.C.'s behalf, mentioned that at present a scheme was in operation whereby loans were advanced to members by the various sections of the Association in the nature of ordinary investments. Over £78,000 had been invested in this way, £36,000 of it during 1931. Up to the present it had been possible to meet the whole of the demand, but with the growing popularity of the scheme the time was approaching when such advances would have to be curtailed. The N.E.C. had decided to recommend the formation of a Building Society which would give members facilities for investment similar to those offered by the large building societies throughout the country. What the societies could do, N.A.L.G.O., with its resources, should be able to do better.



WELLS CATHEDRAL

There was unanimous agreement upon the following motion :—

"That this Conference, whilst recording its appreciation of the sustained effort of the N.E.C. in pressing the claim for a compulsory Superannuation Act, views with increasing anxiety the continued delay in establishing such an enactment and appeals to H.M. Government to adopt as a Government measure, a Bill to ensure Superannuation for all Local Government Officers and to devote the necessary time during the present session to its passage into Law, particularly having regard to the anomalies in this respect created under the operation of the Local Government Act, 1929.

Under the heading General Organisation, the Report—paragraph 16—gave the membership of the Assocation at October 31, as 64,672, an increase of 3,689 compared with the preceding year. At January 31 this year, the membership was 65,944, an increase of 3,680 over the corresponding date 1931.

MR. PARKER MORRIS moved section 91 of the Report dealing with the work of the Legal Department of N.A.L.G.O. During the past year the department had been able to give much valuable help to transferred officers and particularly to those who had suffered by reason of the abolition of offices. Appeals had been conducted in respect of claims for compensation with the result that allowances to officers had been increased by a sum of £1,350 per annum. This spoke well for the work of Major Simonds, the Legal Secretary, and his department.

MR. ROBERTS (N.E.C.) also mentioned the magnificent work of the legal department.

The Conference offered its thanks to Mr. Parker Morris for his service to N.A.L.G.O. as hon. solicitor for England, and expressed its regret that circumstances had made it necessary for him to relinquish a post he had held with distinction.

Amendments stood in the name of Glamorgan and the Kent County Officers' Branch. Upon the latter, a card vote was demanded and this resulted in the proposal being approved by 26,289 to 23,881 votes. Draft rules for the proposed society were considered and with one exception—that proposing remuneration for members of the Committee of Management, which was struck out—were approved.

This completed the business on the Report of the National Executive Council and the whole was approved, MR. F. V. MERRIMAN (Reading) thanking the members of the Council for their service during the year. SIR ARTHUR JOHNSON replied.

A motion in the name of the Yorkshire District Committee dealing with the question of an Agenda Committee for Conference was withdrawn in favour of an amendment by the Newcastle-upon-Tyne Branch.

The Dundee and District Branch moved :—

"That the National Executive Council consider the question of the remuneration of women in the service, and evolve a policy which will tend to prevent local authorities substituting women for men merely because the former are graded lower than the latter."

Speaking on this question MISS P. LILLIKER (Sheffield) felt that the motion would jeopardise the position of women officers in the service.

MISS R. LATHAM (Bexhill) thought the Glasgow amendment would meet the women officer's case. This amendment read :—

"That the N.E.C. take into consideration the relative conditions under which male and female staffs are recruited and employed by local authorities with a view to the enunciation of a policy for the Service, designed to secure fair treatment for all."

MISS E. DAWSON (Leeds) and MR. J. BUTTERFIELD (N. Western) both supported this amendment.

MR. C. J. NEWMAN (Exeter) asked whether there was not a danger of "equal pay for equal work" being attained by reducing the standard salaries paid to male officers.

MRS. FRANKS (N.E.C.) was suspicious of motion and amendments having regard to the fact that they had emanated from the male officers. She supported the view that all were members of the same service and should receive equal treatment.

MISS A. NOBLE (Holborn) emphasised the need for equal chances of promotion.

Three amendments in all were before the Conference and each, together with the original motion, was defeated.

Notice of Motion having been given by the N.E.C. to move :

"That in view of the success which has attended the Association's Holiday Camp at Croyde Bay, the N.E.C. be authorised to acquire (*a*) a holiday camp, or (*b*) a site and the erection of a holiday camp thereon which will be more easy of access for Scottish and Northern members," the Yorkshire District proposed to amend by the addition of "and/or Guest House" after the word "camp," which amendment Sir Arthur Johnson, on behalf of the N.E.C., agreed to accept. The motion, as amended, was approved.

The North-Western and North Wales District Committee secured the passage of the following notice of motion :—

"That whereas it is most desirable that the staff of the N.A.L.G.O. Convalescent Home should be admitted to a superannuation fund, the Conference authorises the N.E.C. to confer with the Committee of Management of the Approved Society to consider whether arrangements could be made for the staff to become eligible for superannuation, and, if possible, to put such arrangements into force."

Conference accepted a proposal of the N.E.C. to widen the scope of the rule relating to the investment of moneys of the Association so as to allow investments to be made in any society registered or deemed to be registered under the Building Societies Acts. An amendment submitted by the Glamorgan Branch that investments in Building Societies be limited to investments in the N.A.L.G.O. Building Society if the principle of the formation of a Society was approved by Conference, was withdrawn.

Power was sought by the N.E.C. under rule 66 to hold, purchase, or take on lease, in the

SIR TOM PERCIVAL
Elected a Vice-President

name of the trustees, any land, and to sell, exchange, mortgage, lease, or build upon the same . . . and to further amend the rule so that a purchaser, assignee, mortgagee or tenant shall not be bound to inquire as to the authority for any such sale, etc. Mr. Parker Morris explained that the need for such power arose from the purchase of Croyde Bay Holiday Camp. Conference approved the rule.

There was unanimous support for the acceptance of the invitation from the Folkestone Branch to hold the 1933 Conference in that town.

MR. LORD inducted Mr. F. Marsden to the office of president paying tribute to his Yorkshire characteristics and long service for N.A.L.G.O. He said it was particularly fitting that Mr. Marsden's last year of office as City Engineer at Bradford should synchronise with his holding the presidency of the Association.

Replying, MR. MARSDEN appealed for more faith and a wider outlook in their work. He wished the members to retain a national outlook; to regard themselves as a part of a machine. To that end, he was their servant.

There followed thanks to the Conference Council, MR. HARDING (chairman of the Somerset County Branch) and MR. CHARLES and MR. MILTON (co-secretaries) responding.

MR. MARSDEN moved a vote of thanks to Mr. Hill, the general secretary, and to the members of the administrative staff.

MR. HILL responding, paid special tribute to the work of Major Simonds who, he said, was removing any doubt there might exist that the interests of the transferred officers were not being watched. The vote of thanks so generously moved would stimulate the whole staff to do what they wanted to do, their best.

This concluded the proceedings of the Conference.

CONFERENCE TOURS

Many delegates to the N.A.L.G.O. Conference found pleasant relaxation in one or more of the motor-coach tours arranged by the local Conference Committee. Close upon her boundaries, Weston-super-Mare boasts of such charming spots as Worlebury Camp—important, so visitors are told, because of the peculiar structure of its defences—the human and other remains found at the Camp have thrown much light upon the civilisation of its inhabitants—Brean Down, the wild birds' sanctuary, a little farther out; Cheddar, famous for its stalactite caverns, and wonderful cliff scenery, and not least the several caves in which, as recently as 1903, human remains were discovered embedded in the cave earth, remains which competent authorities have assessed as belonging to the pre-Christian era. Glastonbury and the Cathedral City of Wells and Cheddar were included in the tour made by a number of delegates on Sunday afternoon.

Lynton, Lynmouth and Exmoor provided the objective for the all-day tour on Tuesday, full advantage of which was taken by many delegates and visitors. The run into Lynmouth gave to many their introduction to Devon's most delightful scenery. After an excellent tea, the return to Weston-super-Mare was made via Bridgwater.

A half-day tour on Tuesday was via Lympsham, Bridgwater, Stowey Holford, and through the old-world town of Dunster, set in the most romantic scenery in the West. Its baronial castle dates from the time of Queen Elizabeth, and underwent a siege of 160 days during the Civil War. Dunkery Beacon provided the party with a splendid view over Exmoor and the sea.

Conference Dance was on Monday evening.

MR. C. G. BROWN
Town Clerk, Cardiff. Elected a Vice-President.

CONFERENCE COMPETITIONS

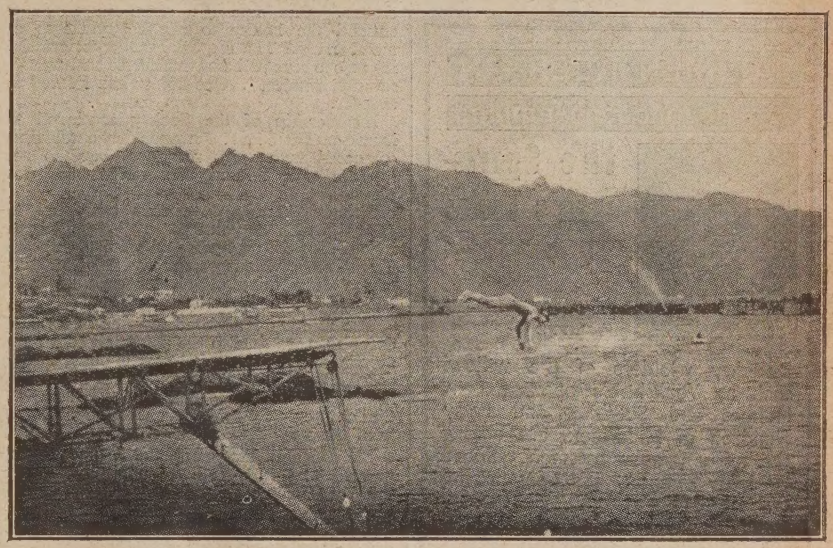
Greater interest attached this year to the tennis, bowls and golf competitions held in connection with the Annual Conference. As most of the delegates had taken up their quarters at Weston-super-Mare on the Friday before Whitsun, the arrangements of the local Conference Committee in co-operation with clubs in the neighbourhood, ensured a pleasant preliminary to the Conference itself.

In the golf tournament, Mr. F. W. Greenhalgh (Manchester) won the "Alex Walker" Shield, returning a gross score of 87, net 74. Mr. H. W. Boalch (Somerset) was the runner-up.

The English bowls team, consisting of Messrs. Crowther (skip, Lewisham), Hughes (Lewisham), Lambert (Wandsworth), and Billing (Plymouth), beat the Scottish team for the "Hugh Begg" Cup.

Mr. A. G. Paton (Tunbridge Wells) was the winner of the "Lowestoft" Tennis Cup, Mr. C. H. LeGrice (Barking) giving him a hard game in the final round.

Bradford, the present holders, retained the Correspondence Chess competition for the "Pullinger" Cup.



SANTA CRUZ

DEDUCTIONS AND SUPERANNUATION

The following letter from Sir E. Hilton Young, Minister of Health, to Sir Henry Jackson, M.P., enclosing a copy of a letter from the Ministry to the County Councils Association, dated April 22, 1932, arrived too late at the offices of N.A.L.G.O. for submission to the recent annual Conference:

Ministry of Health,
Whitehall, S.W.1.
May 13, 1932.

Dear Jackson,

You wrote to me on May 6 about the superannuation of local government officers. Let me deal first with the question of a Bill to secure that pension is reckoned on the full salaries of officers who suffered economy cuts.

I am sending you a copy of the official letter on the subject which was addressed to the County Councils Association. I am interested to hear that it is intended to introduce a Private Bill on the matter this session. If such a Bill is introduced I shall, of course, give such consideration to the matter as is feasible in the light of the legislative commitments of the Government during the session.

On the wider question of a general superannuation Bill, I can assure you that I am fully aware of the situation, and I will bear it in mind when the possibilities of legislation next year come for consideration.

Yours sincerely,
E. HILTON YOUNG.

Ministry of Health,
Whitehall, S.W.1.
April 22, 1932.

Sir,

I am directed by the Minister of Health to state that very careful consideration has been given to the observations submitted by the County Councils Association in reply to your letter of November 23, 1932, on the subject of the relation of temporary deductions to superannuation payments.

I am to state that the Minister raises no objection in the special circumstances to the principle of the proposal that existing superannuation rights should not be prejudiced by temporary arrangements made in view of the crisis of last autumn, and has concurred in the promotion of the London County Council of a Bill to effect this object

(*Continued on page 468, column*)

in so far as the employees of the local authorities of London are concerned.

The present state of Parliamentary business is such, however, as to make it impossible for the Minister to undertake to introduce the legislation which would be necessary for general modification of existing law in the direction proposed during the present year.

I am sir,
Your obedient servant,
(Signed) H. W. S. Francis.
Assistant Secretary.

Members of the local conference committee were Messrs. G. Knowles, A. G. Milton, H. L. Lloyd, S. M. Harding, L. E. Snelgrove, E. J. Pratt, W. Wilcox, G. W. Charles, W. Rowbotham, F. A. Gibbs, A. W. Saunders, F. Pickett, M. O. McAuliffe, J. H. Casley, Dr. A. E. Remmett Weaver, the Misses A. Beckham and Miss F. Gane.

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PROVIDENT SOCIETY

At the ninth annual general meeting of the Nalgo Provident Society, held in the Town Hall, Weston-super-Mare, prior to the Saturday morning session of the conference, Mr. W. H. Whinneran, of Manchester, was elected to the chair. Evidence of a year of exceptional activity and progress was placed before a well-attended meeting.

In the report, which was approved, reference was made to the question of the amalgamation of the Life Fund of the Society with the National and Local Government Officers' Mutual Insurance Association Limited (Logomia). It was there recorded that each holder of a life assurance benefit had been invited to transfer his or her benefit to Logomia in exchange for a similar benefit issued under comparable terms and conditions. One free £1 share in Logomia entitled the holder to all the privileges of membership. The response was most gratifying: 1,050 benefits being transferred and twenty-seven surrendered. One holder had refused to transfer.

Membership of the Society continued to increase. There had been 1,402 new enrolments compared with 1,699 for 1930, but the net increase after allowing for resignations was 1,117.

Sickness benefit distributed amounted to £6,356 which represented a 39.6 per cent. increase for the past year. In spite of this, the Committee of Management was able to maintain a distribution of 9d. for each 1s. contributed to the Common Sick Fund.

The meeting considered ways and means of devoting more time to the points raised on the agenda of the annual meeting, it being finally decided that the Society should hold the annual meeting on the Friday before the N.A.L.G.O. Conference, this arrangement to operate as from the 1933 Conference.

The financial statement and balance sheet, presented by Mr. W. E. Lloyd, the honorary treasurer, were approved, but the Committee was asked to consider the possibility of circulating the accounts for consideration by branches prior to the annual meeting.

The Committee of Management opposed an amendment to Rule 11—Withdrawals and Return at Death—submitted by the members of the Isle of Ely Branch providing that members should be permitted to withdraw from their Rest Fund the balance in excess of only one year's contributions to the common sick fund instead of two years. The amendment was not approved.

The Glasgow Branch sought to amend Rule 13—Sick Pay—by providing that an illness shall not be deemed to commence or continue unless a member was rendered incapable of work *for a period exceeding three days*. The amendment was rejected.

Consideration by the Committee of Management was promised in respect of a proposal that Provident Society members recommended for a longer period than two weeks' residence at N.A.L.G.O. House, Matlock—the organisation's Convalescent Home—be allowed the extra period at a reduced rate of £2 2s. a week—a reduction of 10s.

Amended wording of the rules governing the election of the Society's Trustees and Honorary Treasurer were referred back to the Committee of Management for further consideration. The meeting agreed to the rule proposed now relating to the duties of the Secretary and the Accountant.

A suggestion from the Leeds Branch that the Committee of Management be requested to take into consideration the desirability, or otherwise, of formulating a scheme to provide Medical Benefits was not carried.

Voting took place in respect of three vacancies on the Committee of Management and Messrs. A. L. Strachan (Plymouth), T. Nolan (Leeds), and L. H. Taylor (Salford), were re-elected.

LOGOMIA

The forty-first annual general meeting of the National and Local Government Officers Mutual Insurance Association, Ltd., was held in the Knightstone Pavilion at the close of the session of the N.A.L.G.O. Conference on Saturday.

Mr. J. J. Simpson, the chairman, moving the adoption of the report and accounts, said he felt it was a special privilege to do so on this occasion because it was the first Logomia report to contain any reference to the considerable alterations which were made by the agreement arrived at with N.A.L.G.O. last year, alterations which involved the acceptance of Logomia by N.A.L.G.O. as a definitely recognised activity. It also comprised the handing over of all the life and endowment policies previously issued by the N.A.L.G.O. Provident Society and the Life Fund which had been accumulated was likewise handed over to Logomia. It also assured that every policyholder in the N.A.L.G.O. Provident Society was accorded an association with the business and management of Logomia. Further than that it was decided that from July 1 last life and endowment policies should be issued by Logomia only to shareholders and members of N.A.L.G.O., with a view to bringing N.A.L.G.O. into closer relationship with Logomia. Mr. Hill, the general secretary, was appointed general secretary of Logomia, Mr. John Simonds remaining as general manager. He thought it would be agreed that all their arrangements had associated them as closely as possible with the work of N.A.L.G.O.

Mr. Simpson went on to say that an alteration agreed to was that the Board of Management of Logomia should be reduced to nine, the reduction to take place on the death or resignation of three members elected by the shareholders.

Amplifying the report, the chairman said in December, 1930, £10,346 was the total premium on all types of insurance. At the end of 1931 the figure was £17,615, an increase of £7,269. The Life Fund—a most important feature—in December, 1930, was £9,416. That had grown last year to £53,642. The amalgamation with Logomia of the N.A.L.G.O. Provident Society's policies brought over the Life Fund of that Society amounting to £34,684, while there was a natural increase of £9,542, making a total of £53,642. The £20,000 deposited with the Registrar as security remained the property of Logomia, so the Life Fund really stood at £73,642. With regard to Fire and Employers' Liability Funds, these had increased from £2,618 to £2,974. There again £20,000 had been deposited with the Registrar. The Reserve Fund was increased by £1,056, from £31,613 to £32,669. A charge to that Fund was the cost of the 941 shares given to the members who came over from the N.A.L.G.O. Provident Society. The capital fund was the only item in the balance-sheet where a reduction was recorded, being £100,156, with paid up capital £52,195 in 1930; and £95,888, with paid up capital £50,287 in 1931, or a reduction of £1,508 in capital account.

The growth of the business connected with Logomia increased the responsibilities of the Board of Management, and as it stood to-day, sustained progress depended entirely on the goodwill of members of N.A.L.G.O., because they were now precluded from doing any life and fire business with anybody outside the Association.

Sir James Curtis and Mr. J. E. Keeping, retiring members of the Board of Management, were re-elected. The vacancies created by the deaths of Mr. J. A. Battersby and Mr. Watson Rogers were not filled in accordance with the arrangement with N.A.L.G.O.

The thanks of the Association were accorded to Dr. H. W. Barnes (Medical Officer of Health, Camberwell) and Dr. F. E. Scrase (Medical Officer of Health, Hampstead), Honorary Medical Referees to Logomia.

N.A.L.G.O. ANNUAL CONFERENCE

INCREASING STRENGTH AND NOTABLE NEW DEVELOPMENTS

WESTON-SUPER-MARE.

THE largest conference ever held and one of the most business-like was the general impression.

There was some fear that this year's conference, held in a small town in the south-western corner of England, under a new presidency, would not compare well with former gatherings. Weston-super-Mare had not much to show the delegates in the way of public utility enterprises beyond an abattoir and a cemetery, but the local authorities did their best to make the visitors comfortable.

N.A.L.G.O. goes from strength to strength in all branches of its many activities, in spite of having experienced the most trying year in its existence, when the call for national economy restricted every sphere in local administration and led to self-imposed sacrifices on the part of N.A.L.G.O. members. Full of confidence in the future, the conference sanctioned new developments.

As an observer, I was struck by the virility of N.A.L.G.O., the independence and enthusiasm of the delegates. While N.A.L.G.O. is organised on a democratic basis with a National Executive Council acting as a Cabinet, the Parliament of delegates do not accept the decision of the N.E.C. without some argument. It was pleasantly evident that N.A.L.G.O. has an abundance of latent talent. Mr. Sam Lord had a difficult task in following as President, Sir Arthur Johnson, who, after twenty years' service, was able to exercise the prerogatives of a parent and the powers of an amiable dictator. Sir Arthur was beloved by the members and he was able to sway the conference by a combination of tact, firmness, and good humour. Mr. Lord made no attempt to imitate his inimitable predecessor. As chairman in his own style he was a great success. He was dignified and moderate, handled the meeting in a business-like way, while allowing members considerable latitude. A conference of N.A.L.G.O. is not the easiest of gatherings to keep in hand, as the delegates are men and women with trained minds and like to assert themselves. Mr. Lord's address was short and to the point, and more will be heard of the suggestions which he repeated about a code of professional conduct for local government officers. The N.E.C. showed its confidence in the retiring President by making him chairman for the coming year.

Some of the recommendations and decisions of the N.E.C. were challenged vigorously by delegates from the body of the hall, more anxious perhaps to assert their independence and deliver speeches which they had prepared than really to impose a change of policy. Several of the divisions were close, and one subject of some importance Sir Arthur Johnson tactfully recalled for reconsideration. Perhaps the keenest debate arose over the question of establishing a building society. Mr. Lloyd's divertingly humorous exposition of the scheme, which he built round a terse elucidation of its principles, did not appeal to some of the delegates in the body of the hall and the proposal led to a narrow division which, however, was strengthened by the ballot vote. Mr. Lloyd said that there was nothing which a building society could do which N.A.L.G.O. could not do as well. He could have gone farther. There is no organisation in the country better able to establish its own building society than is N.A.L.G.O. It has unique advantages: the service of many able voluntary workers and officers throughout the country, and inside knowledge which is not at the disposal of building societies. It will take a few years for this new enterprise to develop, but I look forward to the N.A.L.G.O. Building Society being one of the most economically managed in the country and one which will give valuable material service to its members.

Some of the discussions were rather ineffective, such as the one relating to the service of women officials, but it seemed to give satisfaction to the delegates to deliver speeches which they had carefully prepared, and Mr. Lord exercised restraint and patience in giving everyone a fair show.

While the membership of N.A.L.G.O. mounts up every year, and will before long reach 70,000, it should be understood that its service is not confined to its own members. Other officers outside benefit by its action—as in the case of protecting the rights of officers—and from its whole policy of raising the standard of local administration.

Mr. Isaac Foot, M.P., an old favourite of N.A.L.G.O., made, as usual, an admirable speech in quite ministerial style. A new friend was Sir Henry Jackson, M.P., whose practical experience in local government was evident in the speech which he made. He was in a position to appreciate the service which N.A.L.G.O. renders to the members and to local government. He paid a high and well-deserved compliment to the General Secretary, Mr. Hill, for the masterly and, at the same time, tactful way in which he negotiated with the central authorities on the economic crisis.

The new policy of changing the President every year, now that N.A.L.G.O. has attained such enormous dimensions, will work out for the common benefit. It leaves the way clear for the ambitious and is a reward for service.

Mr. Finch, Chairman of the Metropolitan District and one of the oldest members of N.A.L.G.O., expressed the unanimous sentiment of the conference in moving a vote of thanks to the retiring President when he said: "Dignified the presidential chair had been in the past; its dignity had remained unimpaired in Mr. Lord's hands."

The new President, Mr. Fred Marsden, represents a different phase of municipal administration from any of his predecessors and is a different type. He is Yorkshire. He has a strong individuality, an abundance of common sense, and is and has been for many years an indefatigable worker for N.A.L.G.O. He will sustain the traditions of the chair and live up to the examples set by his predecessors. The N.A.L.G.O., as I said, is fortunate in having a long line of able men passionately devoted to its service, and is equally fortunate in having an exceptionally able general headquarters staff resolved to maintain N.A.L.G.O. as a most progressive and efficient organisation.

R. D.

MUNICIPAL GOLF

The annual dinner of the London Municipal Golfing Society was held on April 8, at the Hotel Metropole, London, when over one hundred members and friends enjoyed a most delightful evening. The chairman, Mr. G. Marlow Reed, J.P., M.C.C., presided, and during the evening presented the following prizes:—

The Marlow Reed trophy to Mr. G. W. Manning; the Captain's Prize to Mr. Sidney B. Cole; the Powis Challenge Cup to Mr. H. Burleigh; the Municipal Journal Cup to Mr. G. F. Carter; and the Annual Tournament Cup to Mr. P. Bannister. Music during dinner and for dancing afterwards was rendered by the Dudley Vincent Dance Band. The whole of the arrangements were in the hands of the Society's honorary secretary, Mr. F. Douglas Barton, 57 Gerard Road, Barnes, S.W.13, to whom high praise was tendered for his indefatigable work during the past season. The coming season's fixtures are as follow:—

May 31.—Hadley Wood (President's prize).
July 1.—Muswell Hill (Captain's Prize).
July 22.—Addington Palace (Powis Cup).
Oct. 5.—Wentworth (Municipal Journal Cup)

U.S. ACCOUNTANCY

The Committee on Uniform Street and Sanitation Records, 923 East 60th Street, Chicago, issues a manual of Public Works Records and Accountancy, describing a model installation in Winona, Minnesota, and recommended for use by cities of from ten to forty thousand inhabitants. The manual has an interest for British students of local accountancy methods in America.

CONFERENCE ASIDES

By APPIUS CLAUDIUS

GETTING down really to the popular Somerset watering-place one felt certain of a solution of the problem whether the final hyphenated portion of Weston-super-Mare should be pronounced as if it represented the name of a woman or a female horse, and after hearing several locals I had decided upon the latter when the final speaker in the vote of thanks to the Local Association upset me again with "Mary." One of the unsolved problems of the Conference.

We were assured of a warm welcome to Smiling Somerset by the official spokesmen on Saturday morning, and anyone who was present at the reception on Friday evening will agree that we got it. It was a pers- as well as an ins-piring gathering.

How important a thing is voice: in fact it would appear that at Conference it is better to have a good voice and a weak argument than a poor voice and a good argument unless they both can be alike good. It was not without reason that one speaker was advised to "put another valve on," and the constant request for delegates to "speak up" leads one to the suggestion that branch representatives should be selected not for their looks, their service, or their silvery tenor-toned voices (as at present) but for weight of sound. Selected on this principle even the voice of one delegate crying "aye" in the wilderness would not sound so far away and lonesome in comparison with the flood-tide roar of "No."

Mr. Newton's appeal for silver-paper help for the B. and O. Fund from cigarette and chocolate packets was met with the query, "What about the tops of whiskey bottles?" This question was probably put by the same delegate who wanted "it down in Black and White." The appeal met with immediate response from some members on the platform (cigarette papers, of course). Mr. Newton would like the paper folded straight, not crushed.

How times change! Within recent memory the N.E.C. were constantly urged to "get a move on"; latterly they have been censured for going too fast. Last year Croyde Bay, this year the Building Society. Many delegates did not share Mr. Lloyd's hope of a new baby every year, but if Croyde Bay be a sample—Nalgo knows how to build bonny babies. It may be that we shall not join up with Woolworth's as suggested but take Woolworth's over—in either case it would be fatal to stand still. Better have a new baby every year than grow grey waiting for one.

Whether it was praise or criticism made little difference to those on the platform:

"And still she sits like yonder Sphinx and smiles"

appears to be their motto. If one will bask in the glare of the foothights one must expect to be trodden on. It would be an interesting experiment to select the N.E.C. for one year from the most blatantly critical delegates—Conference to select after hearing them. What appears to be forgotten is that most of the members of that august body have got there by making themselves vociferously obnoxious in branch and district. But we do think that a Conference which year after year submits to pages of the agenda crowded with notices of motion concerning subscriptions should not complain of the N.E.C. not making up their minds "once and for all" on the question of the Presidency in two years.

Many delegates received unsatisfactory answers to their questions. Who can satisfactorily answer the following?

Why is the Grand Pier called Grand. Is it a pier with the tide out?

Who was it made the anachronistic shot from the first tee in the Golf Competition and narrowly missed the Club-house?

Was the wire-netting in front of the said Club-house put up in anticipation?

Which rheumatic-ridden delegate was observed seated in a bath-chair [illegible] by the life-giving mud-like tida [illegible] having a head-[illegible] her feet [illegible]?

And, if some of the statements of delegates concerning the N.E.C. are correct, ought not the whole of the latter to have been so treated on the head?

What word a prominent officer of the Association used when he put four balls out of bounds in succession? Was it "anachronism"?

Was there anyone in Weston-super-Mare who did not suitably celebrate the winning of the Walker Shield at the expense of the winner?

Where did all the people come from who were at the Conference dance on Monday, and did they all get home?

The name of the delegate who was locked out?

Why hotel tariffs were in many cases higher for Conference delegates than for individual visitors?

Whatever else may be said of Weston, the Golf Club authorities did us well. The course was in good order, the lunch was excellent, and one prominent official (an authority on the subject) expressed his rapture over the beer. In fact my last recollection of the club was of several highly placed men in Nalgo endeavouring to repeat a couplet: something about beer making a man well when he is sick. There were too many samples floating round for success in couplet memorising.

When one of the welcomers on Saturday referred to the work of the "Noble lord on my right," some of us were undecided whether he meant Lord Erskine or "our" Lord. We know more of the work of the latter than the former, and when Conference called Samuel Lord to be President, we had every confidence the work would be well done—it has been so. He did just forget himself once, and a lady delegate said to me, "Wasn't it nice of the President to refer to the delegates as 'Brethren,' so homely of him!" Some of us thought him just a trifle wool-gathering at the time. If he made fifty mistakes all would be forgiven for his geniality.

Well, Weston Conference is behind us: already we anticipate Folkestone and look to a successful year under President Marsden. He set a high tone in his investiture speech to his "fellow-members."

(See opposite Page.)

OBITUARY

MR. J. BENTLEY

Mr. Joseph Bentley, a familiar figure in the municipal and public life of Bradford, died recently at the age of seventy-eight. Mr. Bentley joined the staff of the Bradford Corporation in 1881. For twenty-one years he was clerk to the Electricity, the Markets, and the Parks and Cemeteries Committees, and from 1902 until his retirement in 1925 was in administrative charge of all the allotments coming under the jurisdiction of the Parks Committee. He was one of the founders of the Bradford Municipal Officers' Guild in 1904, and was a retired member at the time of his death.

MISS A. M. BARNES

Miss Alice May Barnes, who was for over twenty-one years superintendent nurse at Norwich Infirmary, died on April 10.

It was not until the Wednesday previous to her death that she relinquished her duties.

Miss Barnes was a popular figure at the Infirmary, and was a member of the Committee of the local branch of the College of Nursing and took an interest in many other local activities.

MR. C. W. HOLLIS

Mr. Hollis, an active member of the Bethnal Green Branch of N.A.L.G.O.—he held at different times the office of Secretary, Chairman and Vice-President of the branch, and was a representative on the London District (Whitley) Council—died recently. He had many friends on the Metropolitan District Committee which he attended as representative of the branch.

MR. H. W. HOWLE

The death is announced of Mr. Herbert William Howle, who has been a member of the West Bromwich Corporation staff since 1883—this was his fiftieth year of service.

Among the members of the Corporation attending the funeral were the Mayor, Councillor Poultney; Mr. W. M. Steele, Deputy Borough Treasurer; Mr. F. W. Randle, Assistant Borough Treasurer; Mr. F. J. Phillips, and Mr. A. Mason. Representing the local branch of the N.A.L.G.O. were Mr. H. T. Fawkes, vice-president, and Mr. C. R. Hares, secretary.

MR. S. W. TALBOT

Mr. S. W. Talbot, Clerk to the Aylesbury R.D.C., who died on April 21, was appointed to attend the Annual Conference on behalf of the Dorset County Officers' Branch. He was elected chairman of the Branch Executive Committee at the beginning of this year, had been a member of the branch since its inception, was the senior member of the Executive Committee, and had been extremely interested and active in his capacity as chairman until a few days before his death, which followed an attack of pneumonia. The branch was represented at the funeral by Col. Guy R. Crouch, Clerk to the Bucks County Council, president; Mr. C. H. Riley, County Architect, vice-president; Messrs. T. H. Jenks, Chief Inspector Weights and Measures, vice-chairman; R. A. Hogarth, Public Assistance Officer, vice-president; H. Yea, hon. secretary; S. Baggett, chairman of the Social Committee; Mr. R. Davey, the secretary; Miss M. A. Pollard and Messrs. J. Moss, L. R. Jenkins, and C. Paton, members of the Executive Committee; Messrs. G. H. Chapman and W. Wolstenholme.

RIFLE SHOOTING

The following League table of the N.A.L.G.O. Rifle Shooting Section shows the position of clubs competing for the Sir Charles Behren Cup to date:—

	Shot.	Won.	Lost.	Drn.	Pts
Dundee	10	7	1	2	16
Leeds	10	5	2	3	13
Manchester...	10	6	4	–	12
Southampton	10	4	4	2	10
Bournemouth	10	3	6	1	7
Wilts C.O. ...	10	1	9	–	2

STUDENTS' NOTES

SUMMER SCHOOLS. **At Cambridge: Opener—The Minister of Health.**
At St. Andrews: Opener—The Earl of Elgin.

THE National Association of Local Government Officers will hold its third Summer School at Selwyn College, Cambridge, from July 2 to 9. The School is open to all Local Government Officers, members of Councils and those who are interested in the study of Local Government in Great Britain. It is intended that the lectures and discussions shall lead to a deeper knowledge and appreciation of the foundations, structure, history and trend of the subject, and that new avenues of thought shall be opened out to the officers who attend. It is good for everyone to pause now and then and review the work he is doing, and try to set it in its exact position in the complicated society of which he is a part. In the School experience is pooled, whether of junior or senior officer, and no matter in which department it has been gained. Opportunities for social intercourse will be afforded and games and excursions will be arranged.

The need for careful study of facts before taking a decision is becoming more and more evident in Local Government and it will be particularly useful to follow the University lecturers as they analyse the effect of the national crisis on Local Government.

In many areas it is felt by Headquarters that Councils have been hasty in their schemes for retrenchment and reconstruction and this problem in particular will be dealt with. A complete section of the School will be devoted to Public Assistance in its general aspects and still another section to the relationships between Central Government and the local authorities, particularly the position of local councillors and local officials. The final section of the School will deal with reconstruction proposals.

A contribution to the School will be made by the University of Cambridge when Professor E. Barker will lecture on "Public Opinion and Local Self Government."

At St. Andrews the School for Scotland will commence on July 16, and a full panel of speakers has been arranged.

Full descriptive pamphlets with details of the syllabus can be obtained from the headquarters of the Association or from any branch secretary or Education Correspondent.

Let 1932 be a record year and send in your enrolment form as early as possible.

ESSAY COMPETITION

Will members who purpose entering for the Summer School Essay Competition please note that essays should reach the general secretary on or before June 20. The competition is open to all members whether or not they propose attending either of the two Summer Schools. The prize for the competition is of the value of £5 5s., and this has again been presented by Sir Arthur Robinson, G.C.B., C.B.E., Permanent Secretary of the Ministry of Health.

The subjects are as follows:—

(1) The principles on which, and the methods by which the relations between local authorities and the central departments of government should be regulated and improved.

(2) The principles on which, and the methods by which co-operation between different local authorities and different classes of local authorities may best be secured or developed.

The prize essay will form the basis of one of the informal meetings at the 1932 Cambridge Summer School. Copies of the essay will be circulated to students enrolled and, if not already a student, the author will be invited to attend for that session. If suitable in length the essay will be published in LOCAL GOVERNMENT SERVICE.

RULES.—(1) The competition is open to all members of the N.A.L.G.O. (2) The essay may be in manuscript, typewritten, or printed. (3) No stipulation is made as to length. (4) The final selection by Sir Arthur Robinson must be taken as conclusive. (5) Essays must reach the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, on or before June 20, 1932. (6) Each essay must be headed with the title chosen and a *nom de plume*. A sealed envelope containing the author's name, address, and branch and bearing on the outside his *nom de plume* must accompany the essay. Indication of the author's identity should not appear on the essay. (7) The result of the competition will be announced prior to July 2, 1932.

INSTITUTE OF PUBLIC ADMINISTRATION

It is of interest to note that a Joint Committee has been appointed by the Institute of Public Administration acting in conjunction with the Universities in order to explore developments in the study and teaching of Public Administration. The Committee has held several meetings and a number of reports have been prepared by members for consideration. It is perfectly obvious from the information already available that Public Administration has come to stay as a subject in the University curricula.

APPOINTMENTS

The appointment of Mr. R. A. Gammons, Isle of Thanet Branch of N.A.L.G.O., as Entertainments Manager, Clacton U.D.C., has been confirmed.

* * *

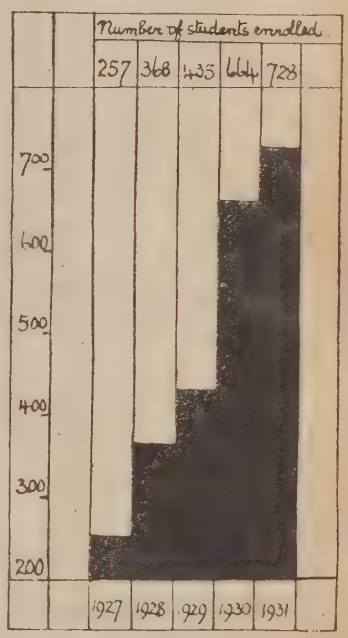
Mr. T. R. G. Adams, now serving under the Oxford County Authority, has been appointed on the clerical staff of the Berks C.C.

SUCCESSFUL COACHING

BY THE NALGO CORRESPONDENCE INSTITUTE:

At the last Exam. for Relieving Officers 45% of the total number of candidates who passed were N.C.I. students.

Table showing rapid expansion of the Coaching Institute during the past 5 years.



There are splendid new Honours Courses training for the Examinations of the I.M.T.A., A.R.V.O., N.A.L.G.O., and other Local Government Institutions.

Start study now for the 1933 Examinations.

Also join the Nalgo Summer School at Selwyn College, Cambridge, July 2nd to 9th.

Full descriptive pamphlets sent post free to interested members.

NALGO CORRESPONDENCE INSTITUTE
24 Abingdon Street, WESTMINSTER, S.W.1

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET, WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "B. & O." "Provident," etc.

Telephone: Victoria 8592 (4 lines).
Telegrams: Natassoc, Parl, London.

HEADQUARTERS AND BRANCHES

The following is a list of communications sent from Headquarters to Branches:—

APRIL 29

Circular No. 36 Conf. (To Conference Representatives)

Enclosing final agenda, special report of the National Executive Council on the nomination and election of honorary officers, division cards and post card for notification of travelling arrangements and containing a reminder regarding the latest date for entering the various competitions and for applying for tickets for the social functions.

Circular No. 37 Gen.

Requesting branch secretaries to examine the sections of the holiday guide which relate to their respective areas; to inform headquarters of any addresses which they consider should be deleted therefrom; and to request their members to furnish additional addresses which they can recommend for inclusion in the 1933 issue.

Circular No. 38 BO

Reminding branch secretaries that the last date for the return of Purse Envelopes to headquarters is May 7.

Circular No. 39 Educ.

Enclosing booklets describing the Association's summer school at Selwyn College, Cambridge, and a few small display posters; stating that the Minister of Health will open the school; and suggesting that application should be made to the various local authorities to grant a week's leave of absence, with pay, to those members who will attend the school.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: December, 48; January, 47; February, 47; March, 46; April, 44; May, 43. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	MAR.	APR.	MAY
Food	29	26	25
Rent	54	54	54
Clothing	90	90	90
Fuel and Light ..	75	75	75
Other Items ..	75	75	75

The Ministry of Labour Gazette states that "during April there was a slight fall in the average level of retail prices of the principal articles of food. Butter and cheese were, on the average, cheaper at the end than at the beginning of April, and the price of milk was reduced during the month in some towns. On the other hand, following the new duty, the prices of tea were raised 2d. per lb. at many shops, though at many others there was no increase in tea prices up to the end of April."

SPORTS COLOURS

Members are reminded that the following may be obtained through branch secretaries or upon application direct to Headquarters: Sports badges, blazer pocket size, 2s.; ties, suitable for business or sportswear: artificial silk or knitted 2s., real silk 3s. 6d.; scarves, black ground with stripes or white with stripes at end, 10s.; tobacco pouches, silk covered 2s., better quality 3s.

N.A.L.G.O. CRUISE

Bookings for the N.A.L.G.O. Sunshine Cruise are being received very rapidly and it is anticipated that within the course of the next week or so the full complement of passengers will have been received. Members still desirous of taking this most delightful cruise should forward their applications immediately.

Approximately thirty-six hours after leaving Madeira the steamer arrives at Las Palmas, which is one of the two principal towns of the Canary Islands. It is a town of considerable pretensions and the chief industry is the sale of Spanish shawls and mantillas to steamer passengers. Great amusement is afforded passengers during the bartering with natives.

A motor excursion to Monte and Atalaya among the mountains has been arranged for the passengers.

After leaving Las Palmas the steamer then calls at Santa Cruz which makes a wonderful picture from the sea. The splash of white and yellow houses, the masses of greenery, and the translucent blue water that laps along its shore, are all framed in a girdle of brown, rugged mountains.

Oratava is the next call and is a real Spanish village where life ambles dreamily on from year to year under an ever shining sun. The excursion arranged for this call is to San Juan de la Rambla and Icod via Gorborama, one of Messrs. Leacock's banana plantations, a trip full of pleasure and interest.

It is impossible to describe fully all the delights and happy memories of the cruise and to appreciate what a really glorious holiday N.A.L.G.O. offers. You should apply for an application form immediately and book your accommodation on board, NOW!

NATIONAL EXECUTIVE COUNCIL

As a result of a ballot in the districts the following have been elected to serve upon the N.E.C.:—

Metropolitan District			
F. R. Finch	..	Deputy Director of Education, Willesden	4,033
J. T. Baker	..	Rate Collector, Lambeth	3,187
A. Pinches	..	Chief Clerk, Electricity Collection Department, Croydon	2,350
W. G. Auger	..	Sanitary Inspector, St. Pancras	2,183
North Western and North Wales District			
F. J. Willett	..	Chief Clerk, Higher Education Department, Salford	9,179
W. H. Whinnerah		Secretary, Paving, Sewering and Highways Dept., Manchester	8,883
J. W. Wilkinson	..	Deputy Town Clerk,	8,458
T. Freeman	..	Chief Accountant, Treasurer's Department, Manchester	6,039
J. E. Gee	..	Principal Clerk, Public Health Department, Lancashire	5,371
J. W. Singleton	..	Borough Librarian, Accrington	5,234
North Eastern District			
V. Grainger	..	Senior Clerk, City Treasurer's Department, Newcastle-upon-Tyne	1,153
Yorkshire District			
W. W. Armitage		Head, Plumbing Department, Water Department, Sheffield	4,525
F. Marsden	..	City Engineer and Surveyor, Bradford	4,515
A. G. Bolton	..	Chief Accountancy Assistant, Treasurer's Dept., Harrogate	3,037
East Midland District			
J. Chaston	..	Clerk to the Council, Kettering	1,271
West Midland District			
G. C. V. Cant	..	Town Clerk, Dudley	2,536
A. Wotherspoon	..	Medical Officer of Health, Stoke-on-Trent	2,418
Eastern District			
E. H. Scarlett	..	Committee Clerk, Norwich	638
South Eastern District			
A. Webb	..	Reference Librarian, Brighton	1,329
Southern District			
D. L. Griffiths	..	Town Clerk, Aldershot	1,263
South Western District			
M. O. McAuliffe		Assistant Director of Education, Bristol	1,740
South Wales and Monmouth District			
G. Llewellyn	..	Chief Clerk, Accountant's Dept.,	Returned unopposed
Scottish District—Glasgow Area			
A. G. M. Archibald		Chemist, Chemist's Department, Glasgow	Returned unopposed
Scottish District—East & North Area			
A. M. Imrie	..	Inspector of Weights & Measures, Dundee	Returned unopposed
Scottish District—South and West Area			
H. Begg	..	County Veterinary Inspector, Lanarkshire	Returned unopposed
Representative of the Women Members			
Mrs. G. Franks		Head, Maternity and Child Welfare Dept., Sheffield	27,562

CROYDE BAY HOLIDAY CAMP

With the exception of a few beds all the accommodation between the weeks commencing June 18 and September 10 has now been booked. There is still accommodation available for the periods outside these dates and it is hoped that members will forward their applications immediately. Members should bear in mind that the climatic conditions in this part of Devon are ideal for a holiday in September, and the jolly company which is always to be found at the camp assures a happy holiday.

NATIONAL EXECUTIVE COUNCIL

In accordance with custom a meeting of the newly elected National Executive Council took place shortly after the conclusion of the Conference on Whit-Monday. Mr. S. Lord was appointed chairman and Mr. F. J. Willett vice-chairman of the council for the ensuing year.

It was reported that under the terms of the Rule 51 (2) the County Council and Urban and Rural District Councils classes of authority were each entitled to another representative on the council. Messrs. J. Moss and A. Denton Ogden, who respectively qualified under the rule, were appointed on the council.

Members were allocated to the several committees and it was arranged to hold future meetings in London on July 9 and October 15, 1932, and January 14 and March 18, 1933.

Sir Arthur P. Johnson was elected an honorary member of the association.

CORRECTION

In the May issue of LOCAL GOVERNMENT SERVICE, pages 431 to 433, the photographs of Captain the Hon. T. H. Watson, Chairman of the Somerset C.C., and of Mr. S. M. Harding, Treasurer of the same body, were by inadvertence, transposed.

INTERNATIONAL SWIMMING GALA

The International Swimming Gala, organised by the Bethnal Green Branch of N.A.L.G.O., proposed for May 24 has been postponed to June 14. The event will be held at the Public Baths, Bethnal Green. The Royal Brussels Water-Polo team, champions of Belgium, will meet Plaistow United, the English champions. These two teams have met already, and on each occasion the Belgians were the victors. The Oxford University Swimming Club, the Middlesex County Ladies, last year's champions, and the Essex County Ladies, runners-up, have promised to compete. Tickets of admission are 5s., 3s. and 2s., numbered and reserved, and 1s. and 6d., obtainable from branch secretaries or from Mr. Leonard A. Taylor, Town Hall, Bethnal Green.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by June 18, for the July issue.

News of events which take place later up to June 20 can be inserted if correspondents will send an intimation to the Editor beforehand.

LOCAL GOVERNMENT SERVICE,
3 and 4 Clement's Inn, W.C.2

LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to The Editor.

UNE 1932

PRINCIPAL CONTENTS

Special Conference Number

Full report of proceedings of the Fifteenth Annual N.A.L.G.O. Conference, Weston-super-Mare, May 14-16, 1932.

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NOTES OF THE MONTH

STEADYING POWER

IN the interval which separated the Conference of the National Association f Local Government Officers held at Weston-super-Mare at Whitsuntide, and s predecessor in the Scottish capital welve months earlier, many events of mportance occurred. They can be pitomised under the general title "The Crisis," now long sustained, and pparently far from termination. Early n 1931 it was clear that the development f local government was likely to suffer estriction. But it is doubtful whether he most pessimistic observer then xpected the assault on administrative institutions that was made in the latter part of 1931. That attack has not been without its merits. One consequence was that at the Conference just held the worth of N.A.L.G.O. was realised with a force which the organisation had never before attained in the minds of its members. When the Government and its organs of authority were striking hither and thither at expenditure in the mere unguided hope that the country could be saved by curtailing every form of outlay on capital and revenue account, including salaries and wages, it was then that the steadying power of N.A.L.G.O. became evident, not to our own members only, but to the world of local government at large. Who can tell how far the clock might have been put back, but for the fact that 65,000 men and women in the public service are concerned to ensure that their own social and economic status shall not be driven down to a standard from which it might require many years to recover? In taking the stand they were able to adopt—because of the existence of N.A.L.G.O.—local government officers contribute to sustain the salaries and conditions of employment of every other type of professional worker.

NO EXPLOITATION

IT is a good thing for a nation that it should contain organised groups which exercise a steadying power on occasions of emergency. Modern civilisation has many defects; its nervous system is developed to very high susceptibility. Each day society becomes more complex, and the flood of legislation against which it is now the fashion to protest, is a necessary expression of the greater difficulty which civilised man finds in governing himself and his fellows. Individualism was for the early nineteenth century. This is an age when wealth production is organised by units of colossal size. It is mere historical necessity therefore that salaried persons and wage-earners shall also be grouped in bodies acting through collective power. Against a union of ratepayers represented by the elected Council, the officer who stood alone would be helpless—even though each citizen were inspired by motives of pure justice towards those by whom it is served. For justice is a spiritual and legal entity, only to be won by the powerful. When, by the support which they gave to the National Executive Council and by certain declarations of independence on their own part, the thousand delegates at Weston-super-Mare affirmed their readiness to go any reasonable length in aiding the country to overcome its difficulties, they also declared by implication that they could not be exploited by certain groups to whom the nation's welfare is a minor consideration. This attitude may come to be of decisive importance since there are signs that further restrictions may yet be imposed on the scope of local government. N.A.L.G.O. is one of the few bodies standing for reflection before action, a necessary quality in a world where speed and excitement are worshipped as holy things, and where the power to create a panic is claimed as proof of high ability. As one speaker said at the Conference, the correspondence which passed between the Association and Mr. Neville Chamberlain—then Minister of Health—in the latter part of 1931 afforded proof of considerable skill in the statement of the officers' case. That course needed care in navigation, inasmuch as those who are in control of industry generally fail to recognise the contribution which is made by local government. It was then the case, and has been so throughout "the crisis," that industrial and commercial interests were placed before administrative interests. Our Press inflames the public mind, and policitians give uncertain guidance; with the result that even sounder intellects are in danger of losing their balance. What passes as news is cultivated hysteria and the propagation of alarm: indeed the modern editor is no longer regarded as Carlyle's "able editor" unless, like the fat boy in Pickwick, he makes the flesh of his readers creep with fear. In that condition has opinion been these last few months. It was in no vainglorious spirit, therefore, that the delegates resolved that at all cost they would maintain their organisation. It is one that is conscientiously engaged in preserving sanity in public affairs.

NEXT TWELVE MONTHS

SUPERANNUATION; certain aspects of compensation; the maintenance of salaries for men and women at standards which do not allow for one sex being used to drag down the salaries of the other; insurance and several forms of mutual aid; elevation of the regard in which the local government officer is held consequent upon his rising standards of attainment; these are among the chief questions still to be contended for by this organisation of increasing strength. A corresponding note was heard at the first session of the International Congress of Local Authorities. From the platform each speaker urged co-operation in local government, national and international. The sentiment is not exceptional; it makes for peace in place of war, for better understanding between those whom frontiers divide. That aspiration cannot be fulfilled unless around and beneath the elected or nominated authority—and their characters vary with geographical position—there is the support of an educated and earnest contingent of administrative officials inspired by the belief that their labours contribute to the common good. Such energies and such an aim should invoke consideration where the wise dispensation of the communal resources is under review.

READERS' NOTES

By JACOB TONSON

THE publication of a book bearing Rudyard Kipling's name as author, even if it be but one of short stories, most of which have already appeared in serial form, is a literary event worthy of note. There are many serious readers who only on very rare occasions will let themselves be "troubled" to read short stories. Kipling is one for whom they make an exception. *The Woman in His Life* is a fine dog story: a lonely man whose whole outlook upon life is changed by his affection for the dog. For sheer nonsense *Aunt Ellen*—is delightful. It is the story of a motor trip from the North to London through the Eastern Counties by a nephew who unwillingly takes a down quilt in the dickey as a gift from his aunt to an old servant. This is his description of traffic in a University town: "I always look on my mudguards as hostages to Fortune; yet even I was a little piqued at the waywardness of the traffic. It was composed of the hatless young, in flannel trousers and vivid blazers, who came and went and stopped without warning, in every manner of machine. They were as genial as those should be whose fathers pay all their bills. One 'rammed me on the starboard quarter and declared it was my fault.' The rammer's companion said, 'I shouldn't chide with him if I were you, sir. He's been tuning in.'" Their later adventures are delightful. Some of the stories are in a much more serious vein.

* * *

Arabia Felix, by Bertram Thomas (Cape, 25s.) is an account of a journey by camel across the Southern Desert of "Arabia the Happy." It is an intensely interesting narrative of patient endurance and the disappointment invariably associated with Eastern travel. Bertram Thomas knows the Arab mind and his journey was a wonderful achievement having regard to the unreliability and the uncertainty of action inherent in the Arab character. As a narrative, however, the smoothness of the reading is disturbed by the constant interpolation of scientific investigations—anthropological, ethnological, entomological and many others. These notes are in themselves interesting and their value to students enormous—but there is scope for a popular edition with the scientific matter considerably reduced.

* * *

At last Rothenstein's second volume of reminiscences, *Men and Memories*, 1900-1922 (Faber, 21s.) is published. It in no way falls short of its predecessor. The book is full of delightful descriptions of men and things—the pen as well as the brush is that of an artist. Wells writes to him concerning his own portrait, "You have penetrated the mere superficialities of my personal appearance and shown me how I should like to look." The corre-

(*Continued in column two*)

BOOK REVIEWS

SUPPLEMENT TO THE MUNICIPAL STUDENT'S EXAMINATION NOTEBOOK. By Stanley Whitehead. Isaac Pitman and Sons, Ltd., London. Price 1s.

Here is a volume of supplementary notes to the matter contained in Mr. Whitehead's original *Notebook* and to the amendments rendered necessary by the recent legislation and developments. The supplement also contains notes on Banking, Public Finance, and Economic Science, which have been added as separate subjects to the syllabus for the examinations of the Institute of Municipal Treasurers and Accountants (Inc.) since the original *Notebook* was published. By means of this supplement Mr. Whitehead insures the complete accuracy of his valuable text book, despite the ever changing phase of local administrative law.

(*Continued from previous column*)

spondence reproduced from such men as Max Beerbohm, Conrad, Hudson, John, Masefield and Orpen, is not the least interesting part of the book. Well-printed on good paper it is a delight to handle as well as read.

* * *

The glamour of *Magnolia Street* is still upon us and is a reminder that a new edition of *The Day of Atonement* (3s. 6d.), by the same author has just been issued. Also on Jewish life the book is a dramatic picture of a young Jewish couple—strictly particular in matters of faith—their younger days spent in Russia, their later in very sombre surroundings in "Doomington" quite distinguishable as Manchester, with their young son. They were an exceedingly loving couple until the great drama of the conversion of the man to Christianity enters their lives. From thenceforward he is an outcast—disowned by all his former associates and kindred save the son, who is torn between loyalty to father and mother. The convert preaches Christianity in the Synagogue and for this blasphemy the wife kills him and pays the penalty. It is a fine dramatic story unrelieved by the slightest tinge of humour.

* * *

Other books "worth while" are *Captain Culverin*, by Maurice Petherick (Benn, 7s. 6d.), a romantic novel of the early eighteenth century, picturing the 1715 rebellion. A fine Cornish story of rough and ready times and of a pirate captain. *Boomerang*, by Helen Simpson (Heinemann, 8s. 6d.) is an example of fine graphic writing with plenty of interest. Another family history through three or four generations, the scene opens on an island ostensibly under French rule: an island later submerged. The main character emigrates to Australia, the family history ending with the Great War. Fletcher's *White Leopard* (Hodder, 7s. 6d.) is an excellent yarn of the experiences of a young Commissioner sent to govern the Lake Region of Central Africa. The narrative is of absorbing interest.

Sot. By Leonid Leonor. Price 7s. 6d. net. Messrs Putnam, London and New York.

This is a book that is worth all the concentration required. The picture which the author unfolds leaves a terrible impression of the almost superhuman effort to create an industry in a corner of a vast territory, handicapped by the inhospitality of nature and the doubts and indifference of a people wholly unaccustomed to industrialisation. In a foreword, Maxim Gorky says that "Leonor is one of the most promising of the group of modern Soviet authors who are continuing the task of Russian classical literature. *Sot* is written in a language of symphonic harmony." Although the story concludes without indicating the results of the labour which it recounts, there is no evidence that failure is in the minds of those who direct operations. Some of the characters are reminiscent of the hard-bitten, iron souled masters of the industrial revolution in this country. The book is everything Maxim Gorky says it is. P. S.

THE THEORY OF LEGISLATION. By Jeremy Bentham. Edited by C. K. Ogden. Price 7s. 6d. net. Kegan Paul, French, Trubner and Co., Ltd., London.

For more than a century intellectuals have debated as to the place which Jeremy Bentham occupies in the gallery of notable thinkers. One school contends that he is remembered only by specialists in curious literary characters; another, that he was absurdly overrated by the Philosophic Radicals, the criticism of Bentham's "greatest happiness" principle by the young Mill notwithstanding; while a third maintains that as time passes Bentham will come to be regarded as a chief among benefactors because of his insistence on logic and form in Law and the exposition of human psychology. To this volume, by no means so well bound as it is excellently printed, Mr. C. K. Ogden writes a learned and readable introduction which provides many materials for a sound judgment.

The book, as students of Bentham will be aware, was completed in French by Etienne Dumont, the disciple whose labour in editing and compression brought Bentham's work before European jurists. About the middle of the nineteenth century it was translated by Richard Hildreth, a United States writer of note in his day, and it is by that vicarious route that our countryman, Bentham, is known to English readers. It was not without some truth that Leslie Stephen once remarked on the analogy between the movement of *The Theory of Legislation* from one language to another, and the broad wanderings of Bentham's principal thought. The great jurist's defect was part of his mental virtue. His estimate of the relative advantages of pleasure and pain, and their interaction in the formation of character, is a calculus, forbidding on the surface to all emotionalists, but finally beyond proof—in our present state of knowledge—and therefore, perhaps, a true account of fundamental motives for which the legislator should allow if Law is to be an engine of public good.

Mr Ogden's edition of a great classic appeals to the scholar, and has many pages of notes at the end of the book should interest the general reader who desires to know the mind of a great reformer. E. C. P.

HE B. & O. FUND

EUR PHOTOGRAPHIC COMPETITION

e Committee of Management of the volent and Orphan Fund has arranged for nateur Photographic Competition to take during the current year. Fifty per cent. proceeds will be utilised for the provision izes, and the remaining 50 per cent. will the Fund. There will be at least nine —first, second, and third for each of the ring classes of photographs: (1) Pictorial, ortrait and Groups, (3) General.

e conditions of the Competition are as 's:—

Entries must be contact prints (unted).

Entries will be judged for their artistic and not from a technical standard. touching will not be allowed.

Entrance fee of 1s. for first print and ach additional print.

Class of photograph to be definitely on each print.

Competitor's name and branch to be ed on each print.

Photographs must have been taken in British Isles between September, 1931, September, 1932.

Negatives must in all cases have been ed by competitor.

Photographs will be returned to the titors through their branch.

Preliminary judging by expert photoer (non-Local Government Officer) to be nted by Regional Committee.

) Final judging by expert photographer (Local Government Officer) in London, appointed by Committee of Management.

) Judge's decision will be final and no pondence in connection with decision e allowed.

Copyright of winning photograph will d by N.A.L.G.O.

) No entry will be accepted which has prize or prizes previously.

m the demand which has already been for application forms for the competition uld appear that a substantial sum will be le for the purchase of prizes to be uted to competitors, and that the B. and nd should benefit substantially. Entry can be obtained from the honorary ary of each branch.

CTION OF TINFOIL

hough the market prices at present offered for tinfoil are low, there is every to believe there will be an improvement near future, and consequently arrangeare being made by branches for the diate collections, the proceeds of which e devoted to the B. and O. Fund. As rganisation similar to N.A.L.G.O., but only one-sixth of the N.A.L.G.O. ership, was able to obtain £1,000 in e months for the tinfoil collected by its ers, it is hoped that a substantial sum e forthcoming as the result of the branches'

ESENTATION TO N.A.L.G.O. PIONEER

a mark of esteem, and to denote the ance of a long connection with local nment in the area, members of the ncham and District Branch made a presento Mr. W. S. Stokoe, the late Clerk to the ncham Urban District Council.

Stokoe retired at the end of last year, g served the Altrincham authority and decessor, the Local Board of Health, 1892. He was appointed Clerk to the cil in 1906, succeeding his father, the Mr. John Stokoe, in the office. He has a member of the Association from its days, and was admitted a fellow in 1912, elected President of the local branch in which office he held until 1930, and was wards a vice-president.

RHEUMATIC SUFFERING ENDED!

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The new medicinal combination, "Curicones," aims at removing the cause of rheumatic ailments, and to this fact is largely due the remarkable success already obtained in cases with a uric acid diathesis.

"Curicones" are acknowledged to be a most reliable solvent and eliminant of uric acid. Their success has been phenomenal, for extraordinary results have been attained in all forms of rheumatic ailments.

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Please write in Block Letters.

PENSIONED OFFICERS

The Establishment Committee of the L.C.C. calls attention to a general practice among the late Poor Law authorities to employ pensioned officers of the London Fire Brigade as part-time firemen and fire-drill instructors. Quoting Regulation 89, the Committee observes that it is provided that no person in receipt of a retiring or superannuation allowance or pension granted by the Council shall be employed in the Council's service to perform duties which are the same as, or analogous to, those performed by him in his original office.

N.A.L.G.O. AVIATION

The Metropolitan Aviation Committee has arranged a trip during June in the air liner *Hannibal* and early application for seats is essential. Details may be obtained from Mr. F. E. Darlow, Town Hall, Leyton, E.10. A programme of lectures, demonstrations and visits to aerodromes is being prepared.

National Association of Local Government Officers

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BRANCH AND DISTRICT NEWS

BARNSLEY

Barnsley P.A. Committee, having reduced the salary of the superintendent nurse at the Municipal Hospital owing to sickness, the D.O.S. lodged an appeal with a view of inducing the committee to alter its decision. This the committee agreed to do.

BATH

Bath Branch Table Tennis Competition was recently completed, Mr. J. Dunscombe, of the Waterworks Department, defeating Mr. S. W. Andrews, Weights and Measures Department, in the final round.

The President, Mr. J. Basil Ogden, presented the silver cup given by the Social Committee to Mr. Dunscombe. Mr. Dunscombe and his opponent were each presented with a match table-tennis bat as a memento of their success in the competition.

BEBINGTON AND BROMBOROUGH

During the winter season the Entertainments Committee of this branch has endeavoured to increase the interest of its members by holding several social functions. Following the annual meeting, held in December last, a dinner and concert was arranged, and this proved highly successful. A Badminton Club has been formed with a membership of twenty-six, and the keenness shown has given the Entertainments Committee every ground for satisfaction. The first annual dance was held on March 12 when Mr. Councillor H. Smith, Chairman of the Council and President of the Branch; Mr. J. Wilson, Clerk and Solicitor, and Chairman of the Branch; Mr. P. Parr, Engineer and Surveyor, Vice-Chairman of the Branch, were present, and Mr. J. Buchanan, Chairman of the Entertainments Committee, acted as M.C.

BECKENHAM

The Beckenham Branch held its annual social on March 18, the event taking the form of a whist-drive and dance, attended by 100 members and friends. Members of the Council were the guests for the occasion. The Branch Association F.C. were visitors to Coulsdon and Purley on April 19. An enjoyable game terminated in a draw—two goals each.

BLACKBURN

An American tea in aid of the N.A.L.G.O. Benevolent and Orphan Fund, arranged by the Blackburn officers, was held in the Town Hall, Blackburn, on April 28. The Mayor, Alderman W. Kenyon and the Mayoress acted as hosts, welcoming some 500 guests. As a result of the effort, £70 was raised.

BOGNOR REGIS

A meeting of the staff of the Bognor Regis U.D.C. was held on April 18 in the Town Hall, when it was unanimously resolved to form a branch of N.A.L.G.O. The following officers were elected for the current year:—President and chairman, Mr. J. Jubb, Clerk to the Council; hon. treasurer, Mr. C. Smart, Finance Department; hon. secretary, Mr. D. H. Nicholson, Finance Department.

Thirty-two members have been enrolled.

BOLTON

A successful billiards competition, in which thirty-nine members participated, was completed on April 22. The finalists were Messrs. A. Chadwick, F. Gilliver, A. Gregson, and S. Heyworth. The billiards trophy and first prize, a canteen of cutlery, were won by Mr. Chadwick, whilst Mr. Gilliver, as runner-up, received a pewter condiment set.

COVENTRY

The last of a series of dances in aid of the B. and O. Fund was held at the Masonic Hall on April 15, Mr. E. Long, Deputy City Treasurer, acting as M.C.

CARLISLE

The Carlisle Corporation has reconsidered the economy deductions agreed with the officials in October last which were on a higher basis than those generally adopted throughout the country. The Council has substituted the deductions of the Whitley Council for Lancashire and Cheshire.

CHESTERFIELD

The hon. secretary of the Chesterfield Municipal Officers' Guild, a branch of N.A.L.G.O., is now Mr. G. Fountain, Town Clerk's Department, Glumangate, Chesterfield, who has succeeded Mr. G. R. Micklewright.

MR. W. S. STOKOE
Late Clerk Altrincham U.D.C.
(See page 475)

COALVILLE

The annual outing of the Coalville Branch was made to London on May 7. A conducted tour of places of note and interest formed the main part of the programme. An enjoyable time was spent and much appreciation of the way in which arrangements were carried out was expressed.

DURHAM

On May 11 a memorial tablet to the late Mr. W. G. W. Noble, formerly Clerk to the Guardians' Committee at Easington, was unveiled by County Councillor Bloomfield, in the presence of a large number of Mr. Noble's former friends and colleagues. The tablet was dedicated by the Rector of Easington.

Twelve months ago the D.O.S. had an interview with the Finance Committee of the Public Assistance Committee with regard to placing the temporary clerks in relief offices on the permanent staff and under the superannuation scheme in force in the county. Owing to a variety of circumstances, the decision of the committee has been delayed, but it is now learned that a favourable recommendation has been made in this case. A number of claims for compensation under the 1929 Act have been successfully negotiated during the past month.

EAST SUSSEX

The East Sussex County Officers' Branch has awarded a scholarship to the value of £5 plus return rail fare to Cambridge to Mr. V. W. B. Slater, of the Public Assistance Department, and a scholarship value £3 to Mr. F. E. Peacock, of the County Accountant's Department, to enable them to attend the Summer School. These awards were made on the results of an essay competition, open to members of the branch who were under twenty-five. Entries were judged by Mr. J. H. Barnes, M.A., County Director of Education, and one of the vice-presidents of the branch.

FELLING

Following an interview which the D.O.S. had with the Finance Committee of the Felling U.D.C., the temporary deductions in salaries were reduced by one half, and the matter is to come up for further consideration in six months.

HANTS

The Hants County Branch have again been successful in winning the Southern District Committee's Football Cup, presented by Mr. D. Llewellyn Griffiths. Portsmouth Corporation Branch were their opponents in the final round at Reading. This is the third year in succession that the Branch has won the Cup. The group on page 478 shows the winning team with Mr. J. F. Pearson, the Chairman of the Southern District Committee, and Mr. C. H. [illegible], Sports and Social Treasurer, Hants County Branch.

HEYWOOD

At a meeting of the Heywood Branch of N.A.L.G.O. held on May 11, opportunity was taken to present an oak china cabinet to Mr. C. H. Diggle, the recently retired branch secretary, who had held the office for eight years. Mr. A. E. Mahon, the ex-president of the branch, making the presentation paid a high tribute to the work their secretary had done for N.A.L.G.O. They felt he was entitled to a well-earned rest. They had appointed Mr. H. Greaves as his successor. Past Presidents Mr. H. Knowles (Borough Treasurer), Mr. Greenhalgh (Deputy Town Clerk), and Mr. J. E. Cropper (Sanitary Inspector), associated themselves with the remarks of Mr. Mahon. Acknowledging the gift, Mr. Diggle said that if they were to be successful as an organisation they must continue to be solidly united. The younger members of the administrative staff had everything to gain by N.A.L.G.O. and he advised all to put their weight into activities.

LEEDS

Leeds Branch publication, *The Guildsman*, contains a summary of the proceedings of the Corporation Finance and Parliamentary Committee at which the salary question was debated and representations made on the matter on behalf by Mr. L. Hill, General Secretary of the National Association. Mr. Hill's main contention was that while the officers had never desired amity and good relations in their dealings with the Council, he felt that this state of affairs could not be re-established unless the attitude of the Council inspired the officers and the Guild with a greater sense of security and good will. The Guild looked to the Council for some gesture which would encourage it to hope for a degree of permanency and stability as the outcome of any agreement arrived at.

LLWYNYPIA HOSPITAL

A general survey of the work done at the Hospital, Llwynypia, since the Section was formed in November, 1931, proves conclusively that N.A.L.G.O. and its many activities are an essential to the Local Government Officer, no matter what phase of the work he or she is engaged upon. The Hospital Section boasts of a membership of 100, out of a total staff of approximately 110, and this progress is mainly due to the untiring efforts of the Sectional Committee, comprising Miss Isaac, president; Mr. John V. Evans, chairman; Mr. Reginald J. Jones, vice-chairman; Miss Jennie Jones, Mr. David Price, joint hon. secretaries.

BRANCH AND DISTRICT NEWS

LIVERPOOL

Mr. J. Bell, a Prosecution Officer with the verpool Education Authority, was presented th a gold watch, suitably inscribed, and a allet containing treasury notes, from his lleagues on the occasion of his retirement after irty-nine years service. The Director of ducation made the presentation. The Superintendent of Visitors paid tribute to the ability d character of Mr. Bell, and speeches couched in the warmest terms were made by s colleagues. Mr. Bell was for some years the cretary of the School Visitors Section of the .A.L.G.O.

MAIDSTONE

The members of the Maidstone Branch of .A.L.G.O. met at the Old Palace, Maidstone, April 23, to honour Mr. E. W. B. Abbott, e president of the branch, and until Conence a vice president of the National Associaon. Seventy members and friends were esent.

Mr. Graham Wilson, Town Clerk, presided, pported by many chief officers. The Town erk, Mr. Bunting, Borough Surveyor, and r. Lambert, Transport Officer, emphas sed e signal services rendered to N.A.L.G.O. by r. Abbott over a considerable period.

The Town Clerk voiced the sincere wish of members that Mr. Abbott would be speedily stored to health and enjoy a long and well-rned retirement.

Mr. Abbott, acknowledging the gift of an ectro-plated spirit kettle, thanked the members r the presentation, and said how happy had en his long association with all Officers of the rough, and that his work for N.A.L.G.O. d always been a pleasure. He hoped that, in rticular, his work for the educational side of .A.L.G.O. would develop and be of great nefit to the Service generally.

NORTH DEVON

On May 7 the North Devon branch held successful meeting at the Croyde Bay .A.L.G.O. Holiday Camp, the President, r. F. B. Goodman, of Ilfracombe, presiding. the termination of the ordinary business r. F. C. Backway (Bideford) addressed the eeting on the advisability of membership N.A.L.G.O. Four new members applied r admission and were elected. The President s offered a silver cup for competition among embers, and an Entertainments Committee mprising the President and Messrs. Adams, uxtable Ayres (Barnstaple), Williams (Ilfraombe), and Andrews (Bideford), together th the secretary, has been appointed. elegates partook of high tea in the dining hall the camp. After tea Captain Brede made an peal on behalf of the Benevolent and Orphan und of the Association, which realised £1 10s.

NORTH EASTERN DISTRICT

At a meeting of the North Eastern District Committee, held at Tynemouth on May 7, Mr. R. E. Heron occupied the chair, when seventy representatives were welcomed by Mr. C. C. Henderson, Town Clerk, Tynemouth. The D.O.S. gave a report of the activities in the district and of the results achieved since the last meeting. Delegates were entertained to tea by the Mayor.

NORTH WESTERN DISTRICT

About 180 delegates representing N.A.L.G.O. branches in Lancashire, Cheshire, Cumberland, Westmorland, and North Wales, were present at a meeting of the North Western District Committee held at Wallasey on April 9. The delegates were welcomed by the Mayor of Wallasey, Alderman D. G. Charlesworth, J.P., who said he learned with pleasure of the progress the Association had made in the matter of superannuation. He hoped their efforts to bring about the adoption of the 1922 Act by all authorities would meet with complete success at no distant date. In his view, a defect in the National Superannuation Scheme was that despite an officer's contributions over a long period of years to secure adequate provision for the years following retirement, there was no such security for his wife, who could only participate in the benefits during the lifetime of her husband.

The meeting considered the Agenda of the Annual Conference and instructions given to the District representatives. Owing to pressure of time the meeting was adjourned until May 7 when the Conference Agenda was further discussed. Over 120 delegates were present under the Chairmanship of Mr. J. W. Wilkinson, Deputy Town Clerk of Southport.

Subsequently, the Mayor entertained the delegates to tea, at which Mr. Emrys Evans, M.P., Town Clerk, was present and addressed the members.

SHEFFIELD

Windsor and London have been selected for an excursion of the Sheffield Municipal Officers' Guild. The special train will leave Sheffield at 6.40 a.m., arriving at Windsor about 11 a.m. It is hoped to visit Windsor Castle and Eton College, leaving Windsor at 4.35 p.m., arriving in London soon after five o'clock. The departure from London will be at 12 midnight, arriving at Sheffield about 4 a.m., where motor buses will be waiting.

SOUTHAMPTON

At a recent meeting of the local executive, the Branch Treasurer submitted a financial statement in connection with the staff dance held at the Kingsway Hall on March 11, showing that the receipts amounted to £32 11s. 6d. and the expenditure to £27 14s. 3d., leaving a credit balance of £4 17s. 3d.

SOUTH SHIELDS

An inquiry was held at the Harton Institution, South Shields, on April 21 and 22, with reference to the death of a mental patient in that Institution. The Committee consisted of five Justices and was presided over by the Mayor (Councillor R. Chapman, M.P.).

At the Coroner's inquest it was stated that shortly after admission the patient was discovered to have a fractured jaw. The jury were of opinion that the fracture was caused after admission to the Institution.

The Association was legally represented at the inquiry. Developments will be closely watched.

STOCKPORT

The Stockport Corporation, which imposed heavy percentage temporary deductions without agreement with the officers, as it was unable to obtain the consent of the Minister of Health to the deductions so far as transferred officers were concerned, has reconsidered the whole matter, cancelling all previous resolutions, and adopting instead the scale agreed by the Whitley Council for Lancashire and Cheshire.

SURREY

The Surrey County Officers' Branch of N.A.L.G.O. recently invited the County Hall Players Amateur Dramatic Society to give a performance for the benefit of the Benevolent and Orphans Fund. These players are all members of the staff and a successful entertainment, including three one-act plays with cabaret was produced at the Assembly Rooms, Surbiton, resulting in the raising of the sum of £7 3s. 6d.

WARWICKSHIRE

The Warwick County Council proposed to apply the scheme of reductions agreed with the County Council Officers to the Registrars of Births and Deaths, including those remunerated by way of fees. The registrars objected to the amount of the cut in the absence of consultation and the registrar-general withheld his approval. Subsequently, the registrars made an offer which the registrar-general did approve, but which the County Council declined to accept.

WEDNESBURY

The Wednesbury Branch until quite recently had a membership of twenty, but as a result of the annual meeting on January 28 a membership of fifty-eight, or an increase of over 100 per cent., has been secured. The Borough Treasurer, Mr. E. J. D. Lloyd, has accepted the Presidency, and the Town Clerk, Mr. N. P. Lester, elected to act as secretary. The branch has started a club room which was opened by a whist drive on March 11. Other functions of a similar character have since been held, the objective being the provision of a permanent club room with billiards facilities. The summer outing of the branch has been arranged for this month.

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BRANCH AND DISTRICT NEWS

The Wednesbury Branch Journal, referring to the general question of superannuation, makes the following observation on the question of a local scheme: "There now appears to be the definite view of the Council that a superannuation scheme should be adopted locally, and there would appear to be little doubt that a scheme will be in operation on April 1 next year."

WEST HARTLEPOOL

Mr. N. Jeffries, the Public Assistance Officer, having resigned his position on the grounds of ill-health, Mr. W. E. Tunnell has been appointed to the vacancy. For some time Mr. Tunnell has been the honorary secretary of the West Hartlepool Branch.

RUGBY FOOTBALL

BATH versus BRISTOL

Bath and Bristol engaged in an exciting game of Rugby on the Recreation Ground, Bath; the game resulting in a win for Bristol (1 try, 1 drop goal—7 points to 1 pen. goal—3 points). The Mayor of Bath, Councillor Herbert Chivers, kicked-off and among the spectators were several of the chief officials, including the Town Clerk, Mr. J. Basil Ogden; the Director of Education, Mr. A. W. Hoyle; the City Treasurer, Mr. H. H. Morgan; the Director of Public Assistance, Mr. C. J. Butlin; and Mr. E. H. Whittington, Clerk, Bath R.D.C.

A collection was taken in aid of the B. and O. Fund. After the match the teams and their supporters were entertained to supper by the Bath Branch.

BALTIC CRUISES

With reference to the Baltic cruises the United Baltic Corporation have found it necessary to alter the duration of Cruise B from 19 to 12 days, the ports of call remaining unaltered. The fares for Cruise B have been revised and these are now available: Cruise A, 11 days, Cabin Class Rate, £12; Cruise B, 12 days, First Class, £13; Second Class, £10 10s. These fares are subject to the special rebate of 5 per cent. *for bookings received through Headquarters.*

Further particulars are obtainable on application to the General Secretary.

N.A.L.G.O. APPROVED SOCIETY

The annual general meeting of the N.A.L.G.O. Approved Society will be held in the Mayor's Dining Room, Town Hall, Bolton (by kind permission of Councillor G. Sykes) at 6.5 p.m. on June 17.

SCOTTISH NOTES

By the D.O.S.

SCOTTISH delegates to Conference are now back to the daily round of their official duties. Those to whom I have spoken are impressed with what they saw and heard of N.A.L.G.O. at Weston-super-Mare. If it were possible for all our Scottish members to attend the Conference there would be no lack of enthusiasm in the branches. In day-to-day struggles we are apt not to see the wood for the trees. At the annual Conference the wood becomes visible and the spectacle is inspiring.

SUMMER SCHOOL

No doubt, July 16 seems a long way off, and those intending to enrol feel that they can quite well postpone application for enrolment, but we ask them to consider the anxiety of those responsible for the arrangements. Glasgow Branch decided to make a grant of £20 towards the expenses of ten students, each student selected receiving £2. Lanarkshire Branch is making a grant of £2 2s. to three students. Dundee and Perth Branches are both making grants, and Edinburgh T.C. has decided to pay the travelling expenses and the enrolment fee of members of their staffs attending. If we have not a splendid response it cannot be from the absence of encouragement.

The last day for receiving *Enrolment Forms* is *June* 25, but we trust intending students will not delay further. The syllabus is excellent and there could be no better town than St. Andrews in which to spend a holiday.

LANARKSHIRE

At the Executive meeting on April 21 the

(*Continued on page 480, column 2*)

MOVEMENTS OF MEMBERS

Mr. W. Pickstone, of Wigan, has been selected as Deputy Engineer, Blackpool.

* * *

Mr. R. Clegg leaves Wigan to become Macclesfield's Town Clerk.

* * *

Mr. G. D. Bond goes from Derby to Wigan as Internal Audit Assistant.

* * *

Mr. W. A. Jepson, a member of the Ellesmere Port Branch, has been appointed Assistant Sanitary Inspector, Douglas (I.O.M.).

* * *

Mr. C. F. Wolsey, Traffic Superintendent of the Stockport Tramways and Omnibus Department, has been appointed General Manager of the Douglas, Isle of Man, Tramways and Omnibus Service. Mr. Wolsey is an active member of N.A.L.G.O.

HANTS COUNTY BRANCH F.C.

Mr. Stevenson, of Southport, has been appointed Relieving Officer under the West Riding C.C.

* * *

Miss B. Cooper, Bolton Branch, has joined the nursing staff of the Manchester Corporation.

* * *

Chapel-en-la-Frith R.D.C. has appointed Mr. S. Ackerley, of Altrincham, to the post of Assistant Clerk.

* * *

Miss F. M. Rayle appointed to the Barton-upon-Irwell R.D.C., Mr. D. G. Baker to the Public Assistance Committee, Walsall C.B.C., and Mr. J. B. Aston to the Public Assistance Committee, Norfolk C.C., are members of the Lancs County Branch of N.A.L.G.O.

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Apply to the Secretary for Investor's Prospectus or other information desired. It is not necessary to call at the Society's office, if this is inconvenient. Correspondence addressed to the Secretary is dealt with expeditiously.

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	Cash Price to Public	Cash Price to L.G. Officers
WALTHAM LEVERS		
Solid Silver	£4 7 6	£3 10 0
Gold Filled	4 10 0	3 12 0
9-ct. Solid Gold	9 10 0	7 12 0
WINEGARTEN'S LEVERS—		
Solid Silver, 15 Jewels	2 15 0	2 4 0
Gold Filled, 15 Jewels	3 0 0	2 8 0
9-ct. Solid Gold, 15 Jewels	6 5 0	5 0 0

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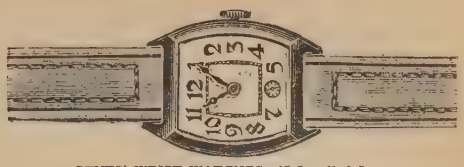

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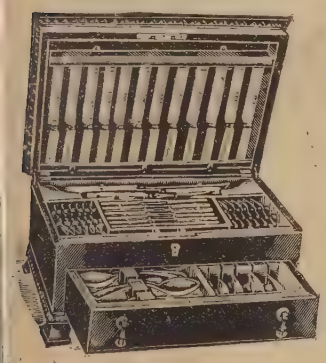

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LIFE ASSURANCE—A HOME PROTECTOR

THE Life Assurance Department of N.A.L.G.O. has written nearly £100,000 worth of new business since January 1, representing an additional premium income of £3,500 per annum. Logomia, which is the section of the Association transacting this and other classes of insurances, has now an annual Life Premium income of £20,000. The phenomenal growth of this side of its activities is due to the exceedingly low rates of premium, the favourable conditions in the policies, and the high rate of bonus. Whereas a number of Life Assurance companies have recently reduced their bonus, Logomia's rate of £2 per cent. per annum remains unaltered and it is hoped, as a result of an exceedingly low rate of mortality, to increase it at the next valuation.

"HEDGE YOUR MORTGAGE"

It is not clear in the minds of some members how a policy, which can be taken out to pay off a mortgage in the event of death occurring, is effected should the house be sold and the mortgage repaid, or the principal be reduced as a result of special repayments. The "Hedge your Mortgage" policy is not so closely bound up with the mortgage as to be affected by these happenings. If a person aged 35 next birthday has a twenty-years mortgage for £500 his premium would be 7s. 11d. per month payable for thirteen and a half years only.

The policy would contain a schedule, showing the amount of the sum assured during each of the twenty years and these amounts would correspond with the amount of principal estimated to be outstanding on his mortgage. During the whole of the first year he would be covered for £500. During the second year the schedule would show his cover to be a smaller sum, as part of his first year's mortgage payments would have reduced the amount of the debt. The sum assured would reduce each year until the twentieth year when it would be a comparatively small sum.

Assuming that at the end of the tenth year the debt had been reduced to £250 and the member was in a position to pay off the whole amount, he would still remain covered under the policy for the amount shown in the schedule provided, of course, he continued to pay the premiums for the remaining three and a half years. After he had finished paying his premiums he would still be covered up to the end of the twentieth year. He may be in a position during the fourteenth year when all premiums due would have been paid to repay the outstanding debt. In this case the policy would remain in force for the balance of the twenty years and should the member die before the expiration of that period the amount shown in the schedule of the policy would be paid to the beneficiaries under his will.

OTHER USES

The technical description of this type of policy is Reducing Term Insurance, because the risk reduces, and that is why it can be applied to a mortgage which, usually, is always being reduced. The scheme has other possibilities. A man may have certain responsibilities or commitments which he knows will last for, say, ten years, but his initial liability will not be the same throughout. It may be connected with his children, or he may have an overdraft at the Bank which he has promised to reduce by an agreed amount each year. Reducing Term Insurance is what he needs as N.A.L.G.O. is prepared to issue a policy for any amount and for any term.

If cover for £500 is wanted for ten years commencing from, say, January 1, 1933, the insurance would operate as follows:—

Amount payable should death occur:

During	Amount
year	£
1933	500
1934	450
1935	400
and so on until	
1942	50

Members of N.A.L.G.O. are cordially invited to let Headquarters know their requirements under this, or any other scheme of Life Assurance. The Life Department exists for the express purpose of providing members of the Association with the best possible facilities for what is now acknowledged to be the finest form of systematic investment coupled with absolute safety and protection for the family.

SCOTTISH NOTES

(*Continued from page 478*)

D.O.S. reported on negotiations with the County Council and further action was discussed. It was agreed to ask for re-consideration of the question of grading. The meeting was astonished at the Council's retrograde action in this matter and was convinced that it could only lead to chaos in all matters relating to remuneration.

GLASGOW

On May 10 the Executive considered the Agenda for the Annual Conference. Mr. Ferguson, convener of the Branch Conditions of Service Committee, reported on several applications made to the Town Council.

METROPOLITAN DISTRICT REUNION

The eleventh annual reunion and concert of the Metropolitan District of the National Association of Local Government Officers was held at the Queen's Hall, Langham Place, W. on Friday, April 22. Few functions of the progressive unit of N.A.L.G.O. have been attended with greater success, and the increasing number who annually attend the reunion must greatly encourage the organisers. Quite apart from its value socially, the function has established a reputation as an entertainment of the highest order.

Seldom at N.A.L.G.O. gatherings have such an array of first-class artistes been associated on a stage at one time. Miss Muriel Gal enjoys a particularly wide popularity, both for her personal appearances on the concert platform and her contributions to the wireless programmes. Her singing of Oscar Rasbach's "Trees" was particularly charming. Mr. Leonard Henry needed no introduction to a London audience. As irresistible as ever in patter and song, the popular B.B.C. entertainer excelled himself on this occasion. In a different category, the Western Brothers—George Western acquired his reputation in association with the Roosters Concert Party—are Leonard Henry's equal for originality, their turns, in addition, possessing a touch of artistry which is delightful at all times. The lighter side of the programme was augmented by the contributions of Mr. Arthur Askey and the "Modern Follies" Concert Party. In "The Dover Patrol" (Carrington) and "Red Star of Romany," Mr. Lawrence Folker, bass-baritone, was heard in fine voice. Mr. Mario Lorenz was a brilliant harpist. The Metropolitan District Committee was again indebted to Mr. Percy West Taylor, Borough Organist, West Ham, who accompanied at the piano.

At the interval, Mr. F. R. Finch, chairman of the Metropolitan District Committee invited Mr. S. Lord, the president of the National Association to present the trophies awarded in the District Competitions. The winners of the challenge trophies were:—

BADMINTON: Mixed Doubles (Team) Tournament.—1, Croydon; 2, Port of London Authority. Gentlemen's Doubles (Team) Tournament.—1, Port of London Authority; 2, Woolwich.

BILLIARDS: Billiards Team Competition.—1, Croydon; 2, Lambeth. Billiards Singles Championship.—1, Mr. E. C. Watkins (St. Marylebone); 2, Mr. A. Wilks (Bermondsey). Snooker-Pool Team Competition.—1, Ilford; 2, St. Marylebone. Snooker-Pool Individuals Championship.—1, Mr. A. Goble (Wandsworth), 2, Mr. W. H. Taylor (Willesden).

BOWLS: Single Rink (four players) Competition.—1, Paddington; 2, St. Pancras. Pairs Competition.—1, Paddington; 2, Surrey. Single-Handed Championship.—1, Mr. W. Parr (Surrey); 2, Mr. G. Brown (Paddington).

CHESS: Team Competition.—Kensington and Camberwell & Woolwich (tied). Individual Championship.—1, Mr. D. Love (West Ham); 2, Mr. W. R. Farmer (Camberwell). Individual's Handicap Competition.—1, Mr. D. Love (West Ham); 2, Mr. P. E. Harbott (East Ham).

CRICKET: Team Competition.—1, West Ham; 2, Hammersmith.

FOOTBALL: Team Competition.—1, Hampstead; 2, Fulham.

LAWN TENNIS: Ladies' Doubles Tournament.—1, East Ham; 2, Middlesex. Mixed Doubles Tournament.—1, Ealing; 2, Kensington. Gentlemen's Doubles Tournament.—1, Willesden; 2, Bethnal Green. Ladies' Singles Tournament.—1, Miss Charles (Bexley); 2, Miss Forrester (Croydon). Gentlemen's Singles Tournament.—1, Mr. B. W. Knott (Willesden); 2, Mr. C. S. Harrison (Lambeth).

ROAD WALKING: Team Race (teams of three).—1, St. Marylebone; 2, Lambeth. Team Race (teams of four).—1, Langworth; 2, Bethnal Green. Individual Race (confined to Metro-

(*Continued at end of next page*)

THE PROFESSION OF NURSING

By ANNIE MACINLAY WILLIAMSON

"That the Head Nurses and Day Nurses shall come on duty at 7 o'clock in the morning, and remain on duty until 10 in the evening, but these hours may occasionally be varied to meet cases of emergency. The Night Nurses shall come on duty at 10 at night, and remain on duty until 1.30 of the following afternoon.

"That no Nurse shall be taken on trial without a proper character for honesty, sobriety, and kindness; and no Nurse shall be permanently engaged until she has been at least three weeks upon trial, nor unless she is able to read and write." ("Statutes and Rules" (revised to June, 1869) The Infirmary for the Sick and Lame Poor, of the Counties of Newcastle-upon-Tyne, Durham and Northumberland.)

IT is a far cry from the hospital rules quoted above to the recommendations of the *Lancet* Commission on Nursing, which was appointed to inquire into the reasons for the shortage of candidates for Nursing Training.

DISCIPLINE.—In the final report of the *Lancet* Commission, emphasis is laid on the place and purpose of discipline in the life and training of a nurse, and here we are getting down to the root of the matter. We find in an old copy of the *Illustrated London News*, of the year 1855, an advertisement inserted by Florence Nightingale for "Ladies to train in Nursing the Sick, prepared to obey strict rules and undergo discipline."

Following the Florence Nightingale example, a number of gentlewomen continued to enter the nursing profession, prepared to do their training without remuneration; and in some cases they paid a premium. They devoted their whole time and thoughts and gifts to the care of the sick, and would forgo marriage in the service of their High Calling. Such women expected and accepted strict discipline as part of the life of service which they had chosen.

Even in the years that followed, a nursing probationer only exchanged a strict home discipline for the rules and regulations of her hospital life.

But the modern girl who enjoys far greater liberty in her home life is quick to question an authority which would regulate her activities, even in her free time, and which "cramps her style" by cutting her off from her friends, her games, and her social interests.

In view of this the Commission draws attention to the purpose of discipline as a means rather than as an end.

A nurse's ward work imposes on her such grave responsibilities that the fulfilment of such duties is, in itself, a severe discipline and mental strain. Again, her work does not combine easily with the social attractions of life, for a nurse can have no rights that interfere with her duties. In view of this, it seems unfortunate that some Hospital Authorities still subject their nurses to much interference and irksome supervision even during off-duty time.

TRAINING.—The Commission suggests that, in order to get candidates, scholarships should be offered to girls of 16 years who should be chosen because of their interests, and suitability for nursing, as well as on their examination results.

The student should begin the study of anatomy and physiology and hygiene, and her interest could be further quickened by occasional visits to a hospital or its special departments. Hospitals should recognise that nurses are in effect paying for their training, and should make it their special concern to provide the fullest opportunities and facilities for professional education.

Sister-Tutors should be provided in the proportion of one to every sixty nurses in training, and hospitals which are not approved as training schools should not seek to enlist probationers. A separate bedroom should be provided for each nurse, the number of bathrooms should be adequate, and the Common-rooms should be airy and well appointed. A varied and well-cooked diet should be served.

The Nurses' Home should be run on informal lines as a hostel where the nurse should be free to receive her friends, and where the privacy of her bedroom would be respected.

Remuneration and holidays would necessarily depend on the standing of the hospital, its finances, its facility and accommodation for enlarging its staff.

Sisters and staff-nurses (who should invariably be fully trained nurses) should be given improved conditions of service.

The possibility of allowing some nurses to "live out," and providing non-resident allowances should be considered.

Sufficient ward-maids should be provided to relieve nurses of much of their domestic work, as it is felt that nurses are expected to carry out domestic work, as a routine, long after it has ceased to have any educational value.

The large general hospitals, with their modern Nurses' Homes, with bedrooms fitted with wash-basins and hot and cold water, spacious common-rooms artistically decorated and comfortably furnished, and a Home-Sister of infinite tact and broad sympathies, may hope to attract recruits in the future; but it is not going to be easy for the smaller hospitals, hampered by an inadequate or obsolete Nurses' Home, furnished in the antimacassar period, and supervised by a Senior-Nurse convinced of the value of strict discipline as a hard necessity of the nurse's apprenticeship.

But in spite of this conflict of ideas and ideals, the fact remains that nursing is a vocation, and the standards of the profession are not to be maintained merely by higher remuneration or shorter working hours.

AUCTION BRIDGE

By NEVILLE HOBSON

As the articles during the past few months have been more instructional than entertaining, it is proposed to set a short Test hand, and to invite entries from readers.

An occasional incursion into problems of this nature encourages concentration and emphasises the importance and value of correct play of the cards. Again and again one hears the suggestion that the losing of a game or contract could not have been avoided owing to the distribution of the cards, whereas a little thought and concentration would have ensured success; and the under-mentioned problem must be approached on the assumption that the opponents playing against South will put up the best possible defence.

It is advisable to set the four groups of cards indicated below in their proper order round a card table so as the better to visualise the situation and detailed play, or, as an alternative, the cards can be written down in a similar formation on a large piece of paper. It makes the problem easier if one person plays the cards of South and North, and another those of West and East, who, however, cannot prevent South taking six out of the seven tricks, provided he plays his cards in the best possible manner (which is the essence of the test).

Competitors are assured that only one method of play by South can win six tricks against perfect defence by East, however much they may be tempted to think otherwise. There is no alternative solution.

TEST.

The following are the last seven cards in the four hands, after having played to six previous tricks :—

South.—Spades none; Hearts Q, 10; Diamonds K; Clubs A, K, 9, 2.

West.—Spades none; Hearts 3, 2; Diamonds 9, 8; Clubs 8, 6, 4.

North.—Spades none; Hearts K, 8, 7, 6, 5; Diamonds 10, 2; Clubs none.

East.—Spades 2; Hearts A, J, 9; Diamonds J; Clubs Q, J.

Hearts are trumps, and South (who will be assumed to be playing the hand) is to lead and make six tricks out of the last seven against the best defence of West and East.

CONDITIONS.

1. Entries should be addressed as follows: The Editor, "Local Government Service," 3 and 4 Clement's Inn, London, W.C.2.
2. Envelopes should be marked "Bridge" on the top left-hand corner, and must reach the Editor not later than 12 noon on June 14, 1932.
3. All signatures and addresses should be in block letters.
4. A copy of a recent publication on Bridge will be awarded to the winner, and there will be three small additional prizes.
5. In the event of a tie, the prizes will be awarded to the entries received first.
6. Entries can only be accepted on the distinct understanding that the decision of Mr. Neville Hobson or any other judge appointed by the Editor or himself shall be regarded as absolutely final on all matters.
7. The answers and results will be announced in the July issue of the LOCAL GOVERNMENT SERVICE.

MOVEMENTS OF MEMBERS

(*Continued from page* 480)

Plymouth, in creating the office of housing manager, has appointed Mr. H. E. Booth, Widness, to the post.

* * *

Mr. R. A. Bibby, Bolton Electricity Department, has been appointed Showroom Superintendent in the Electricity Department at Worthing.

* * *

An additional Relieving Officer, Mr. J. Harrison, of Lancs C.C., has been appointed at Blackpool.

* * *

The following appointments are notified from the North-Eastern and Yorkshire Districts: Mr. J. Gordon, Jarrow Sub-Branch, to Collector, West Riding C.C. (Rother Valley area); Mr. C. F. Miller, Huddersfield Branch, to Suttons Branch Institution, Essex C.C.; Mr. G. Bowden, Wakefield Branch, to Assistant Public Assistance Department, North Riding C.C.; Mr. W. N. Armstrong, West Riding County Officers' Branch, to Relieving Officer, North Riding C.C.; Mr. W. Gilchrist, West Riding County Officers' Branch, to Chief Clerk, Medical Officer's Department, Batley; Mr. C. C. Smith, West Riding County Officers' Branch, to Collector and Rating Officer, Todmorden R.D.C.; Mr. E. Whitaker, West Riding County Officers' Branch, to Rating Officer, Todmorden R.D.C.; Mr. F. Rawson, West Riding County Officers' Branch, to Superintendent Rating Officer, Todmorden R.D.C.; Mr. and Mrs. Taylor, West Riding County Officers' Branch, to Master and Matron, Newport.

HOME GARDENING

By WALTER P. WRIGHT

Author of *Everyman's Encyclopaedia of Gardening, Scientific and Practical Gardening*, etc.

A WET May brings problems to the amateur horticulturist as well as to the cricketer. Myriads of weeds are to the gardener as a nightmare of "googlies" and "spinners" are to the wielder of the willow. At the time of writing, the first half of May has gone and still it rains. What is to be done? Lawn sand to be applied *ad lib*? Alas! the weeds are too many and too strong for it. Tiresome though it is with so many jobs on hand, the grubber must be brought into use. Lawn sand or sulphate of ammonia will help with the broad-leaved weeds to some extent and I would certainly use them, but at the next few mowings I would have the grubber handy. Another thing; with all this strong wet grass about I would not mow without the box. It is all very well to let the mowings fly and fall in dry weather when the grass is comparatively short, but circumstances alter cases.

* * *

Another effect of a wet May is that spring bedding plants hold on beyond the normal period. Does someone murmur, "all the better?" Well, it has its advantage, to be sure; but what if you have frames full of summer bedding plants which have to be kept watered and ventilated, and which threaten to get much above the usual size and overtax housing accommodation? They feel this particularly in the public parks; so much so indeed, that superintendents get impatient and oust spring flowers while they are still full of bloom, to the surprise and disgust of that section of the public which fails to comprehend the difficulties of the situation. This happened in a good many cases last year and will happen this if the wet lasts till the end of May. Out will go Wallflowers neck and crop, be they never so bright. Park gardeners dare not let slip a good opportunity of getting their summer stuff out when June arrives. Lose it, take the risk of June setting in dry, and what may not happen? The least might be a heavy expense in watering to get plants established which, if planted in showery weather, would take care of themselves. The worst might be a costly replanting to avoid utter failure. Amateurs would be wise to weigh these considerations too.

* * *

Wallflowers, therefore, create a problem. Bulbs are not so awkward to deal with provided they are planted alone and I believe that park gardeners purposely avoid interplanting some of their beds of bulbs with the set object of putting autumn-raised Antirrhinums between them as early as April in the following year. The Antirrhinums never see the inside of a warm house; they are grown hardily from the very first and get no coddling in the winter, consequently, they can be safely planted much earlier than the bulk of bedding plants. Where these folk intend to put out more tender things early in June, they may carpet the bulb beds with Arabis, giant double Daisies, Polyanthuses, etc. Thus interplanted, bulbs are somewhat in the same position as Wallflowers, but there is a difference; they can be easily lifted and planted in a reserve corner and are so treated by parks people. Amateurs may prefer to leave them in the ground at the cost of a little untidiness, and even that can be reduced in the case of Tulips by cutting away all but the basal leaf, as this suffices to feed the new bulb. In passing, I would mention that it is important to realise the difference between Tulips and Hyacinths in respect to leaves. In the Tulip the leaves are borne on the flower stem, in the Hyacinth they are not. It is easy to injure a Tulip in breaking off a decaying flower stem, as the [illegible] away stem and all, and there is nothing left to feed the [illegible] Parking flowers should therefore [illegible]

Naturally, one would preserve Primroses and Polyanthuses as well as Tulips, for they shift well and make good plants for the following year if set in a quiet corner. Together with giant double Daisies, I would lift them with nice balls of soil and roots during a moist spell. It has been a fine season for these Daisies, the plants having grown out as big as Cabbages and carried dozens of immense flowers. It is not essential to keep them, because a fresh stock can be raised as easily and quickly as Wallflowers, but I like to have a reserve of rejuvenated Daisies as of Polyanthuses; both come in useful. Aubrietias are also worth keeping, and if an old plant 2 feet across is clipped back to the area of a dessert plate, it will grow again into a broad mass of bloom.

* * *

And what of the summer flowers? Why, frame-grounds are bulging with tempting material. Myriads of Dahlias, Carnations, Begonias, Asters, Salvias, Calceolarias, Ivy-leaved and Zonal Geraniums, Calendulas, and their relatives the Marigolds and Tagetes, Heliotrope, Pansies, Violas, Pentstemons, Marguerites, Sweet Peas, Stocks, Golden Feather, Lobelias, Larkspurs, Nemesias, Nasturtiums, Petunias, annual Phloxes, Scabious, Salpiglosses, Verbenas, and Zinnias are waiting there. I remember last year putting in a special plea for the semi-annual Delphinium Blue Butterfly. It hung fire in the cold summer weather, and I quaked lest a disappointed reader should relieve his mind upon me; however, it came into its own in September and was lovely for many weeks.

* * *

The florists have a glorious array of Dahlias nowadays, and it is hard to decide among them. The medium-height, long-stemmed Decoratives are invaluable both for garden display and cutting, but so, too, are the Collarettes. I prefer both types to the Cactus. Last year I lit on a grand Decorative of a salmon shade, named Maria Houtman, but cannot find it in the catalogues. Of two splendid Pompons, Berlin, lilac-pink, and Glow, scarlet, I can only find the latter listed; however, it is a treasure. Of all my Collarettes, I liked Ivor, orange, Islay, crimson and yellow, and Green Park, yellow, the best. I see Islay and Green Park in several catalogues, but not Ivor; however, I shall ask both for that and Maria Houtman, and worry till I get them or something very close to them in colour and habit. Florists are very obliging in these matters. For instance, last year I wanted an old favourite Pompon, Sunny Daybreak. The florist hadn't it, but undertook to fit me with another of similar colour in a variety called van Citters (named after the old Dutch family of that name, I wonder?). Sure enough, it was similar and just as good. I see that several fresh varieties have appeared in the dwarf Coltness Gem group, which is now represented in quite a wide range of colours. This type needs no staking and never seems to tire of blooming if given good soil and kept well hoed.

* * *

Probably all of us lament that we cannot find room for more varieties, alike with Dahlias and all other favourite flowers. Let me drop two hints about this: the first is that even with an equal number of plants we can get a better effect from a bed the centre of which is well above the circumference, than from a flat bed. (No, this does not necessarily mean extra soil, bought in at great expense, for if the soil is dug extra deep while it is thoroughly moist right through it "swells" so to say—its bulk is increased by the mechanical action). The second hint is that if the plants are set in equilateral triangles instead of squares more are 20% into a given area, as I would prove if I had space. And not only are more accommodated, but they are also better displayed. This is particularly important with Dahlias of the larger types and in triangles even the largest will do at 4 feet apart. Following Wallflowers, as gross feeders I would manure as well as dig very deeply for most summer bedders, excluding only Zonal Geraniums, Nasturtiums, and Petunias, which get too leafy with rich food.

* * *

BRIEF MEMS: FLOWERS.—Keep Violas, good Gems like Mrs. Bradshaw, Pyrethrums, and other early summer plants closely picked to ensure continuous blooming. The same with Sweet Peas when they come in later on. Keep Sweet Pea laterals under control and if a dry spell comes in early summer mulch with manure or lawn mowings. Keep a sharp look-out for the leaf-curling maggot on Roses and tie in Ramblers. Shade the pots of Chrysanthemums to reduce the number of waterings. Stake herbaceous plants. Thin annuals.

* * *

BRIEF MEMS: VEGETABLES.—The earliest Potatoes may be ready for lifting and the latest for the final earthing. The former may be followed by winter greens, planted in showery weather. Leeks, outdoor Cucumbers, and Vegetable Marrows may be planted. Disbud Tomatoes. Tie Cos Lettuce to blanch them. Complete the sowing of kidney Beans. Make a final sowing of Peas, using an early variety. Close up the soil round young Carrots after thinning and spread sand moistened with paraffin along the rows to repel the fly and thus avoid an attack of maggot.

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(*Continued from page 480*)

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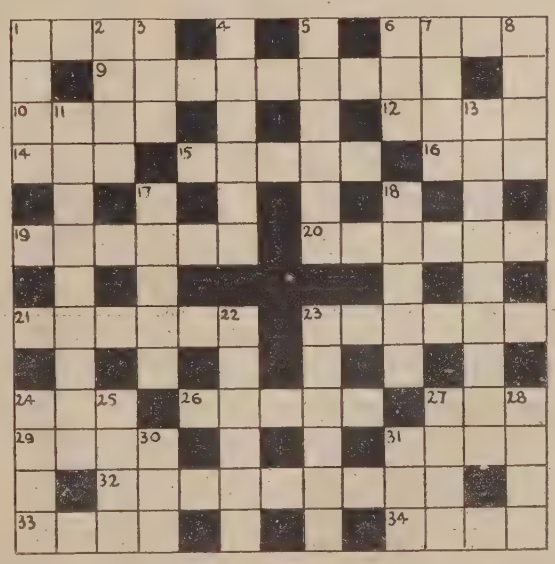
OUR CROSS-WORD PUZZLE

No. 16



CLUES ACROSS

1. Obtained by plunder.
6. The old name of a Yorkshire city in which you might find a bore.
9. Grip trade (anag.).
10. Coarse and grating—but its berry is sweet.
12. A well known little home in the West.
14. Recompense.
15. It sounds as if this criminal were in the habit of assaulting his victims.
16. A substance that appears to droop backwards.
19. Although an orderly world, a steamship seems involved with a lake.
20. Ale bar (anag.).
21. A relation who can be described by his head alone.
23. This may refer to your clothes or your conduct.
24. A Greek letter that can be eaten backwards.
26. To treat with contempt.
27. The farmers at home grow the best rye we can obtain (hidden).
29. More than enough for Cleopatra.
31. With these helps anything might be said on a dais.
32. The whole contains the part—and the head provides the tail.
33. Con this for a wife or husband.
34. Not so long as never and yet no shorter in time.

CLUES DOWN

1. Furs (anag.).
2. Part of a church in which monkeys might appear.
3. Stop this and you will supply a deficiency.
4. Animals that like a fish diet.
5. I'm Amos (anag.).
6. This and a spoon may win a race.
7. Mountain.
8. Uplifting lights by the sound of them.
9. Sailers — but not of the sea.
13. A proverbially successful hunter (two words).
17. A fast piece of wood.
18. A Biblical King whose enemies were blessed instead of cursed.
22. One who counts.
23. Robust.
24. Organs—that can be called long, pointed, or shell-like.
25. I like that chap Ernest Emmerson, he is so honest (hidden).
27. Part of a fork.
28. River in Belgium.

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ANNUAL CONFERENCE PHOTOGRAPHS

Photographs of the delegates and members of the N.E.C. taken at Weston-super-Mare on Whit Monday last, may be obtained at the following price: Delegates 5/- each, N.E.C. 2/6 each, from R. W. Brown & Son, 18 High Street, Weston-super-Mare.

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FROM THE CLYDE

Special cruises for Scots readers, from a Scottish port, by the well-known 15,200-ton liner, "Melita." Calling also at Belfast. July 15, to Norway. 7 days, £7 upwards. July 23, to Corunna, Spain, 6 days, £6 upwards. July 30, August Bank Holiday Cruise to Santander, Spain, 6 days, £6 upwards. August 6, to the Mediterranean, 10 days, £10 upwards. August 20, to the Mediterranean, 13 days, £12 upwards.

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If you are going on one of our popular-priced cabin cruises by s.s. "Montrose," "Montcalm," or "Montclare," act promptly! Cruises leave England nearly every week from June 25 to October 8, but some voyages are almost full already. SPECIAL—Just added! A 12-day cruise, leaving Liverpool July 1 by the 15,200-ton "Melita" for Lisbon, Morocco, and Vigo. 12 days, from £12. Book NOW—before the rush.

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SHORTER CRUISES

July 9, 3-day sealed orders cruise by "Empress of Australia, from Southampton. From £5 first class, £3 tourist class. July 30, August Bank Holiday cruise by 20,000-ton "Duchess of Richmond. From Liverpool to Santander, Spain, 5 days, from £8 first class; £5 tourist class. And the July 23 and July 30 "Melita" trips from the Clyde, for which see above.

•

LATER CRUISES

September 24, 21-day cruise to the Mediterranean by "Empress of Australia. November 23, round the world cruise (5½ months) by "Empress of Britain." January 28, 1933, West Indies cruise (7 weeks) by "Duchess of Richmond."

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GAME OF CHESS

By ANSELMO LOPEZ

PROBLEM No. 18 (by P. Healey)

Black—5 pieces

White—10 pieces

White to move and mate in three moves.

PROBLEM No. 18a (by S. Loyd)

Black—3 pieces

White—6 pieces

White to move and mate in two moves.

AN ALEKHINE EXPLOIT

In his mammoth display at Paris, soon after his victory at the *Referee* (London) Congress, Dr. Alekhine took on sixty boards with five players consulting against him at each board—300 opponents in all! His nearest approach to a loss was in the following game. The ingenuity with which he extricated himself from an apparently hopeless position should prove both interesting and instructive:—

RUY LOPEZ

WHITE ALEKHINE			BLACK CONSULTANTS
1. P—K4	..	..	P—K4
2. Kt—KB3	..	..	Kt—QB3
3. B—Kt5	..	..	P—QR3
4. B—R4	..	..	Kt—B3
5. Castles	..	..	Kt x P
6. P—Q4	..	..	P—QKt4
7. B—Kt3	..	..	P—Q4
8. P x P	..	..	B—K3
9. P—QR4	..	..	R—QKt1
10. P x P	..	..	P x P
11. P—B3	..	..	B—QB4
12. Q—Q3	..	..	Kt—K2
13. Kt—Q4	..	..	B x Kt
14. P x B	..	..	Kt—KB4
15. Kt—B3	..	..	Kt x Kt
16. P x Kt	..	..	Castles
17. B—R3	..	..	R—Kt1
18. B—B5	..	..	P—QB3
19. R—R7	..	..	R—R1
20. KR—R1	..	..	R x R
21. R x R	..	..	Q—Kt4
22. B—R3	..	..	Kt—R5
23. Q—Kt3	..	..	Q—B3
24. B—R2	..	..	Q—B7
25. P—R3	..	..	Kt—B4
26. Q—K7	..	..	P x B
27. P—K5	..	..	Q x P
28. Q—K7	..	..	Q—B8
29. K—R2	..	..	Q—B7
30. R—B7	..	..	Drawn

METROPOLITAN DISTRICT CHESS

In the Inter-branch (team) Competition for the "Coombs Chess Cup," Kensington, with twenty-four points, headed the league table, with Camberwell and Woolwich, each with 20 points and a half points, as runners-up. Mr. D. Love (West Ham) with eight and a half points, wins the Individual championship competition for the "Mary Lord" Cup. Mr. W. P. Farmer (Camberwell) was runner-up. Mr. D. Love also headed the list in the Handicap Competition for the "Bailey Chess Cup," presented by Mr. E. W. Bailey, Borough Treasurer, Bethnal Green. Particulars of the annual meeting may be obtained from Mr. M. J. Murphy, the hon. secretary, Town Hall Bethnal Green, E.2.

END GAME No. 18

White (3 pieces)—K on Q6, B on KB3, P on QKt4.

Black (4 pieces)—K on QKt4, Pawns on KB7, QB7 and QR7.

White to play and draw.

SOLUTION TO PROBLEM No. 18

1, K—K3, Kt x P ch; 2, K—K4, any; 3, Q mates.

If 1, Kt—K3; 2, Q—Kt7 etc.

If 1, Kt—B4 ch; 2, P x Kt, etc.

Comment—Ingenious and difficult, with some very pretty play and some good traps (such as Q—Kt7, defeated by Kt—B4).

SOLUTION TO PROBLEM No. 18a

1, Q—R sq, P x B; 2, Q—K sq mate.

If 1, K—K7; 2, R—Kt2 mate.

If 1, K—B7; 2, R—Kt2 mate.

If 1, K—K5; 2, Q—Q4 mate.

Comment.—As usual in the case of a Loyd Problem key is elusive and admirable; admirable here because it gives Black K three flight squares.

SOLUTION TO END GAME No. 18

1, Kt x RP, P—KB8 (Q); 2, B—K2 ch, Q x B; 3, Kt—B3 ch, K—B5; 4, Kt x Q drawing.

N.A.L.G.O. CHESS COMPETITION

The N.A.L.G.O. Correspondence Chess Competition, 1932, was completed on May 1 last. The "Pullinger" Cup was won for the second time in succession by the Bradford team, to whom we offer our heartiest congratulations. The Cup was presented to a representative of the Bradford Branch by Lady Maud Erskine at the Annual Conference.

The following statement shows the various stages of the Competition:—

Round 1: Bradford 2, Ispwich 1; West Riding 2, Bootle 0; Richmond 2, Leicester 1.

Round 2: Bradford 2, Richmond 1. West Riding bye.

Final: Bradford 2½, West Riding ½.

The final round was played over the board and the winning team consisted of Messrs. T. Coupe, L. Chaplin, and W. Whiteman.

Details of the 1932-33 Competition will be published in a subsequent issue of LOCAL GOVERNMENT SERVICE.

CORRESPONDENCE CHESS

A correspondence chess match has been arranged and has commenced between N.A.L.G.O. and the British Correspondence Chess Association, at the latter's invitation. The members of N.A.L.G.O. who are taking part in this match, in order of playing strength, are Messrs. S. Taylor, Manchester; A. W. Overton, Leeds; D. Love, West Ham; A. Hague, Leeds; P. E. Harbott, East Ham; W. Robinson, Leeds; Dr. Rose Jordan, Lewisham; Messrs. M. J. Murphy, Bethnal Green; A. W. Lawrence, Leicester; E. Charles, Leicester; H. J. Deayton, Hammersmith; and W. Ball, Leicester.

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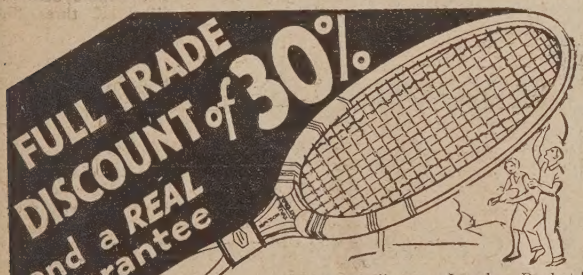

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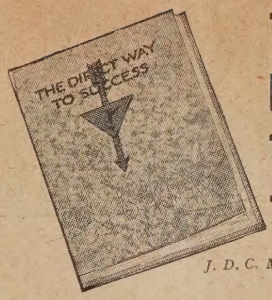

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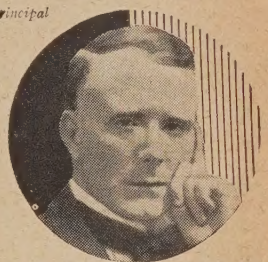

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